



**THE UNIVERSITY OF THE WEST INDIES  
CAVE HILL CAMPUS**

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**APPLICATION PACK**

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**School of Education  
Faculty of Humanities and Education**

**Post  
Lecturer/Senior Lecturer in Early  
Childhood Care and Education**

**Reference No.  
LSLECCE/07/21**

**Contents:**

1. Notes including application procedure
2. Advertisement
3. Further details of the post
4. Summary of Terms and Conditions of Service –  
Academic Staff

**NB: The application form is available on our website: [www.cavehill.uwi.edu](http://www.cavehill.uwi.edu)**

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**NOTES – please read carefully before completing the application form**

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Thank you for your enquiry regarding a post at the University of the West Indies, Cave Hill Campus.

**Application procedure:**

**Should you wish to apply for this position, please send a completed application form to:**

**The Assistant Registrar, Human Resources, The University of the West Indies, Cave Hill Campus, P.O. Box 64, Bridgetown BB11000, Barbados.**

Only signed and completed applications will be considered. Please ensure that you quote reference number **LSLECCE/07/21** on all correspondence

1. A complete application includes;
  - a. Cover letter and completed application form;
  - b. Research Agenda (two pages);
  - c. Statement of teaching philosophy (two pages);
  - d. Supporting documents;
    - i. Transcripts sent **DIRECTLY** from degree granting institutions;
    - ii. Updated curriculum vitae;
    - iii. List of publications (where necessary).
  - e. Three (3) referee reports from persons listed as references on the application form

**Any application that is incomplete after the deadline will not be considered.**

For an informal discussion of the post please contact The Human Resources Section by email, [humanresources@cavehill.uwi.edu](mailto:humanresources@cavehill.uwi.edu).

**Closing Date: August 18, 2021**

We will inform you of the outcome of your application as soon as possible.



**THE UNIVERSITY OF THE WEST INDIES  
CAVE HILL CAMPUS**

Applications are invited from suitably qualified persons for the post of **Lecturer/Senior Lecturer in Early Childhood Care and Education** at the University of the West Indies, Cave Hill Campus, Barbados.

The successful candidate should possess a PhD in Early Childhood Care and Education or a closely related field. An active research profile and a record of scholarly publications would be a distinct advantage and is required for appointment at the Senior Level. Emphasis will be placed on candidates' experience as a teacher at early childhood level and sound knowledge of education systems in the Caribbean.

**The successful candidate will be required to:**

- a) report to the Director of the School of Education, teach and advise in our undergraduate and graduate programmes.
- b) supervise undergraduate and graduate research projects/theses
- c) conduct online instruction in addition to traditional delivery of instruction
- d) coordinate the early childhood care and education component of the Associate Degree in Education administered by the Eastern Caribbean Joint Board of Teacher Education (ECJBTE)
- e) interact with the national institutions in the region that are members of the ECJBTE
- f) conduct and publish research and contribute to the pursuit of grant funding, in addition to serving as a member of MPhil and PhD research and thesis advisory committees,
- g) develop and implement a research agenda that includes empirical studies related to the practical, developmental and educational needs of Barbados and the wider Caribbean.
- h) engage in productive scholarship in the discipline, and participate in service activities within and outside the University.

**Required Qualifications:**

- An earned doctorate in Early Childhood Care and Education, or closely related area.
- Ability and willingness to teach undergraduate and graduate courses.
- Commitment to excellence in teaching and mentoring student research.
- Willingness to teach courses in a blended format; online and face-to-face.
- Commitment to using technology in teaching and scholarship.
- Evidence of an emerging research agenda.
- Potential for securing external funding for research and/or training.
- Ability to contribute to a positive work environment in the School, Faculty, and University

**Preference will be given to applicants who have:**

- Teacher training
- Expertise in the areas of learning theory, motivation, assessment, and/or human development.
- At least two years of teaching or working in an official capacity with early childhood education institutions and/or primary schools.
- Teaching experience in higher education
- Expertise in current issues and best practices in early childhood care and education.
- Knowledge of and experience in using technology for learning and/or online education
- Coursework in or experience with both quantitative and qualitative research
- Potential to attract external funding

The successful applicant will be expected to assume duties by **January 1, 2022** or as soon as possible thereafter.

Detailed applications (two copies) giving full particulars of qualifications, experience and biodata and **three (3) signed up-to-date referee reports** should be sent as soon as possible to **The Assistant Registrar (Human Resources), The University of the West Indies, P.O. Box 64, Bridgetown, Barbados.** Email: [humanresources@cavehill.uwi.edu](mailto:humanresources@cavehill.uwi.edu). If your first and higher degrees were obtained from different Universities, please provide a referee report from each University and one referee should be a member of your present organization. A Job Application Pack is available from our website: [www.cavehill.uwi.edu/hr/careers.aspx](http://www.cavehill.uwi.edu/hr/careers.aspx).

**The closing date for applications is August 18, 2021.**



## **THE UNIVERSITY OF THE WEST INDIES**

### **CAVE HILL CAMPUS**

#### **FURTHER PARTICULARS FOR THE POST OF LECTURER /SENIOR LECTURER IN EARLY CHILDHOOD CARE AND EDUCATION**

#### **BACKGROUND**

The School of Education at Cave Hill is the leading provider of quality education, research and professional development in Barbados and the wider Caribbean.

The core responsibility of the School of Education is staff and programme development in all aspects of teacher education in Barbados and the Eastern Caribbean. The developmental role of the School is further underlined through the advisory/technical services and related research that the School provides to the various educational systems.

#### **Vision Statement**

Our vision is to be an innovative, transformative and unparalleled leader in education.

#### **Mission Statement**

Rooted in the Caribbean, we engender quality professionals in education and advance global thought through collaboration, research, innovation and community engagement.

## **PRESENT MEMBERS OF STAFF OF THE SCHOOL OF EDUCATION**

### **Academic Staff**

Professor S. Joel Warrican	- Professor of Language, Literacy & Linguistic Studies and Director
Dr Stacey Blackman	- Lecturer in Special Education
Dr Sheron Burns	- Lecturer in Early Childhood Education
Dr Suriya Daya	- Temporary Lecturer in Psychology
Dr Grace Fayombo	- Lecturer in Developmental Psychology
Dr Claudette Fongkong- Mungal	- Senior Lecturer in Curriculum Studies
Dr M. Grace-Anne Jackman	- Lecturer in Testing, Measurement & Evaluation
Dr Mia Jules	- Lecturer in Experimental & Physiological Psychology
Dr Verna Knight	- Lecturer in Social Studies Education
Dr Coreen J. Leacock	- Senior Lecturer in Mathematics Education
Dr Ian Marshall	- Lecturer in Educational Leadership
Dr Jason Marshall	- Lecturer in Educational Psychology
Professor Donna-Maria Maynard	- Senior Lecturer in Clinical & Counselling Psychology
Dr Babalola Ogunkola	- Senior Lecturer in Science Education
Dr Sandra Robinson	- Lecturer in Language Arts

### **Administrative Staff**

Ms. Marcia Downes	- Administrative Assistant
Ms. Tamara Springer	- Stenographer/Clerk
Mrs. Tracia Walcott	- Stenographer/Clerk

### **Present Vacancy**

The School of Education in the Faculty of Humanities and Education offers B.Ed., B.A. Psychology and M. Ed. degree programmes. The B.Ed. has specialisations in Early Childhood Care and Education, Education Administration, Language Arts/Literacy Education, Special Needs Education, Science Education and Mathematics Education, Social Studies Education and Testing and Measurement. The M.Ed. has specialisations in Curriculum Studies, Educational Leadership, Inclusive Practices for Special Needs Students, Language and Literacy Education, Social Context and Education Policy, School Counselling, Science and Technology Education, Testing Measurement and Evaluation, and The Psychology of Education. There are also research-oriented degrees (M. Phil. And Ph. D.) in education. By hiring a person to spearhead teaching (both at the undergraduate and graduate levels) and research in the area of Early Childhood Care and Education, The University of the West Indies through the School of Education, Cave Hill, would be meeting its responsibility to promote human resource development in Barbados and the Eastern Caribbean.

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## SUMMARY OF TERMS AND CONDITIONS OF SERVICE - ACADEMIC STAFF

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### Post – Lecturer/ Senior Lecturer in Early Childhood Care and Education

**Note:** This is a tenure track position and the appointee may continue in the service of the University, by mutual consent, until the retiring age of 65 years.

Initial appointment will be on contract for a period of three years in the first instance.

- (a) Salary Scales – the salary scales accord with the level at which the appointments are made. Salary scale and point of entry will depend on the qualifications and experience of the successful candidate.

#### **Lecturer (Non-Medical)**

BDS\$94,968 + 3,852 – 118,080 (**BAR**) + 3,852 – 141,192 per annum

#### **Senior Lecturer Scale (Non-Medical)**

BDS\$145,044 + 3,852 – 148,896 + 4,284 – 183,168 (**BAR**) x 4,572 – 192,312 per annum

**Note:** these are graduated scales that progress from the minimum point to the top of the scale by annual increments except where a merit bar requires formal assessment before crossing. For example, the scale for Lecturer (Non-Medical) runs as follows:

Minimum point	\$94,968
2 <sup>nd</sup> point	\$98,820 (94,968 + 3852)
3 <sup>rd</sup> point	\$102,672 (98,820 + 3852)
Etc.	

(b) **Allowances**

- Regional Allowance – 5% of basic salary
- *Housing Allowance* - 20% of basic salary

(c) **Benefits**

- *Transportation Allowance* - BDS\$2760 per annum
- *Book Grant* - \$3000 per annum
- *Study and Travel Grant* – BDS\$9,673 per annum (special conditions apply)
- *Registration in Medical Scheme* (currently non-contributory)

(d) **Pension Arrangements**

Each full time employee is required to contribute to the University Pension Scheme (FSSU). The contribution rates are Employee 5%, UWI 10%. The sums are invested to provide a pension at age 65, the age of retirement.



(e) **Other**

**For persons recruited from overseas:**

- *Airfares* - economy class passages (self, spouse and up to three dependent children under 22 years of age) on appointment and normal termination
- *Shipping of household and personal effects* – up to US\$3,000 on appointment and normal termination.
- *Shipment of academic books/teaching research equipment* – up to US\$600 on appointment and normal termination.

The Registry  
Cave Hill Campus  
July 2021  
62-15-4  
62-15-5

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