ANNEXURE I
ROYAL UNIVERSITY OF BHUTAN

POSITION PROFILE

1. JOB IDENTIFICATI0N

1.1. **Position Title:** Associate Lecturer/Lecturer/Assistant Professor/Associate Professor/Professor

1.2. Position Level: PL-5/PL-4/PL-3/PL-2/PL-1

1.3. **Occupational Group:** Academics

1.4. **College:** Samtse College of Education

2. MAIN PURPOSE OF THE POSITION: *(provide main purpose of the job)*

- Teach Psychology and related modules at both postgraduate and undergraduate levels.
- Conduct independent and collaborative research in **Educational and Developmental Psychology** and Psychology education.
- Contribute to professional development initiatives within the College, University, and external institutions.
- Participate in **Educational and Developmental Psychology programme management**, curriculum development, and continuous improvement initiatives.
- Engage in decision-making and governance at the College or University level.
- Represent and promote the University nationally and internationally in the field of Psychology.

1. GENERAL ROLES AND RESPONSIBILITIES: *(Use Representative Work Activities as provided in Position Directory)*

Teaching

- Teach **Adolescent Development, Learning Process, Educational Psychology**, and related modules at both postgraduate and undergraduate levels.
- Design, review, and update Psychology curricula and modules periodically to ensure relevance, quality, and alignment with current developments.
- Provide academic mentoring and guidance to support and enhance students' learning and professional development.
- Develop, administer, and evaluate students' assessments, providing timely and constructive feedback.
- Supervise postgraduate students during their research projects, fieldwork, or practicum.

- Employ contemporary, student-centred teaching practices and continuously enhance pedagogical approaches in Psychology.
- Manage allocated teaching and learning resources effectively to support high-quality instruction.

Research and Innovation

- Conduct independent and collaborative research in **Educational and Developmental Psychology** and Psychology education.
- Secure external funding through research projects, consultancy, and advisory services.
- Publish research findings in peer-reviewed national and international journals.
- Disseminate research knowledge through academic platforms such as conferences, seminars, and workshops.

Services

- Contribute as a resource person, coordinator, or organizer for various professional development activities in Educational and Developmental Psychology within the College/University, as well as for external institutions.
- Participate in developing and promoting a clear vision for the College's/Department's strategic direction in Educational and Developmental Psychology education and research.
- Collaborate as part of a team to support senior colleagues responsible for specific academic or administrative functions related to Educational and Developmental Psychology programmes.
- Contribute to the operation and governance of the University by actively participating in decision-making bodies, committees, or task forces at the College and/or University level.
- Represent and promote the University externally—both nationally and internationally—by fostering relationships with external partners, professional bodies, and stakeholders in the field of Educational and Developmental Psychology.
- Provide academic and professional guidance to other staff and students, fostering a collaborative and growth-oriented environment.

(Representative Work Activities for higher position levels would be different from those given above, which is specifically for the Associate Lecturer's position

4. **SPECIFIC ROLES AND RESPONSIBILITIES:** *(Provide list of specific task that is not covered by the Representative Work Activities)*

Teaching modules in **Educational and Developmental Psychology**, including **Adolescent Development** and **Learning Process** at the undergraduate level, and **Educational Psychology** at the postgraduate level. These modules cover units such as:

- Introduction to Human Development
- Physical, Cognitive, Socio-Emotional, Moral, and Spiritual Domains of Adolescent Development
- Introduction to Educational Psychology
- Understanding Learning
- Learning Theories
- Student Motivation
- Student Diversity

Other responsibilities include teaching one or more related modules, such as **Professional Modules, Teaching Skills, Pedagogical Practices, Action Research, Curriculum, Assessments**, and other assignments as designated.

& ABILITIES (KSA) REQUIREMENTS: *(Use KSA and Position Profile Matrix Position Directory as a guide)*

5.1. **Education:** MA/PhD in Psychology.

5.2. **Experience:** The relevant experience shall be considered as per the lateral entry criteria.

5.3 Knowledge Skills and Abilities:

- Demonstrates comprehensive knowledge of **Educational and Developmental Psychology theories, principles, and contemporary issues** at both national and global levels.
- Ability to design curriculum, deliver course content effectively, and assess students' learning outcomes in Educational and Developmental Psychology.
- Proficient in the use of statistical and research software, educational technology, and digital learning platforms relevant to Psychology.
- Excellent verbal and written communication skills.
- Open to feedback, continuous learning, and professional development.
- Ability to work collaboratively and contribute to the vision and mission of the College and the University.

Justification for the Recruitment of Additional Faculty

The College is currently facing a critical need for additional faculty, both in the **Bachelors in Education (BEd)** and **Postgraduate Diploma in Education (PgDE) programmes**. At present,

only one faculty member, specialized in Psychology, is responsible for teaching the following modules across both undergraduate and postgraduate levels:

- **Adolescent Development (BEd)**
- **Learning Process (BEd)**
- **Educational Psychology (PgDE)**

This situation places an exceptionally heavy workload on a single individual, adversely affecting the quality of teaching and the overall student learning experience. It also poses significant risks to the long-term sustainability of the programme.

The recruitment of additional faculty will:

- Distribute the teaching load more equitably, ensuring the effective delivery of all modules.
- Enhance programme quality by providing students with diverse expertise and perspectives.
- Strengthen the sustainability and continuity of the BEd and PgDE programme by reducing overdependence on a single faculty member.
- Support the future growth of the programme by building institutional capacity, mentoring new faculty, and preparing for forthcoming faculty transitions.

In light of these pressing concerns, the College strongly recommends the recruitment of additional faculty to uphold high academic standards, ensure programme continuity, and secure the long-term sustainability and growth of the BEd and PgDE programmes.

Submitted by:
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