



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

APPLICATION PACK

**LECTURER/SENIOR LECTURER IN DEVELOPMENTAL PSYCHOLOGY
DEPARTMENT OF HISTORY, PHILOSOPHY AND PSYCHOLOGY
FACULTY OF HUMANITIES AND EDUCATION – LECSLPSYCH_09/26**

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NB: The application form is available on our website:
<https://www.cavehill.uwi.edu/hr/careers.aspx>

NOTES – Please read carefully before completing the application form

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 and supporting documentation to:

The Assistant Registrar, Employee Success Division, The University of the West Indies, Cave Hill Campus, P.O. Box 64, Bridgetown BB11000, Barbados *via* E-Mail: humanresources@cavehill.uwi.edu

Only signed and completed applications will be considered. Please ensure that you quote reference number (i) **LECSLPSYCH_09/26** 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. Three (3) **UPDATED** referee reports from persons listed as references on the application form
 - i. List of publications (where necessary).

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

Closing Date: **October 25, 2026**

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 Developmental Psychology** at The University of the West Indies, Cave Hill Campus, Barbados in the Department of History, Philosophy and Psychology.

The Department of History, Philosophy and Psychology is committed to excellence in teaching, research, and service, with a strong emphasis on Caribbean realities and global relevance. The Department offers undergraduate and postgraduate programmes in Psychology, including the **Bachelor of Arts in Psychology** and **MPhil/PhD in Psychology**, which provide students with rigorous training in psychological theory, research methods, and applied practice.

The Department aims to foster critical thinking, empirical inquiry, and interdisciplinary engagement, equipping graduates to contribute meaningfully to regional development and international scholarship.

The successful candidate will be required to:

- a) Teach undergraduate courses in **Developmental Psychology** within the BA Psychology programme, contributing to core and elective offerings across the curriculum;
- b) Deliver instruction both online and in traditional face-to-face formats;
- c) Contribute to teaching in related areas such as cognition, learning, or lifespan development, as appropriate to departmental needs;
- d) Supervise undergraduate research projects and postgraduate (MPhil/PhD) theses in Psychology;
- e) Develop and sustain a strong, independent research agenda in Developmental Psychology;
- f) Conduct and publish in peer-reviewed journals and contribute to the Department's research profile, in addition to serving as a member of MPhil and PhD research and thesis advisory committees;
- g) Participate in curriculum development, including the design of new and interdisciplinary courses;
- h) Assist in organizing and participating in events that promote the profile of psychology nationally, regionally, and internationally;
- i) Engage in service to the Department, Faculty, University, and wider Caribbean community;
- j) Support programme delivery across modalities, including face-to-face and online teaching.

QUALIFICATIONS AND EXPERIENCE

Applicants should possess:

- A PhD in Developmental Psychology or a closely related field (for Lecturer level); candidates nearing completion may be considered for Assistant Lecturer
- Demonstrated teaching experience at the university level
- A strong or emerging record of research and publication in Developmental Psychology
- Experience supervising or the potential to supervise student research at undergraduate and/or postgraduate levels
- Ability to integrate Developmental Psychology with Caribbean social, cultural, and educational contexts

DESIRABLE ATTRIBUTES

Preference will be given to candidates who demonstrate:

- Expertise in areas aligned with lifespan development, learning, or educational applications of psychology
- Experience in curriculum development and innovative teaching methodologies
- Interdisciplinary research interests linking psychology with history, philosophy, education, social policy, and/or health
- Capacity to attract external research funding and build collaborative research networks
- Commitment to student-centred learning and academic mentorship

TERMS OF APPOINTMENT

Appointment will be on a **tenure-track basis**, normally for three (3) years in the first instance, with eligibility for renewal. Salary and benefits will be commensurate with qualifications and experience, in accordance with University regulations.



THE UNIVERSITY OF THE WEST INDIES
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**FURTHER PARTICULARS FOR THE POST OF LECTURER/SENIOR LECTURER IN
DEVELOPMENTAL PSYCHOLOGY**

BACKGROUND

Psychology at the Cave Hill Campus of The University of the West Indies is delivered within the Department of History, Philosophy and Psychology in the Faculty of Humanities and Education. The discipline has evolved into a comprehensive and research-informed programme that integrates theoretical foundations, empirical inquiry, and applied relevance within Caribbean and global contexts.

The undergraduate **Bachelor of Arts in Psychology** is structured to provide students with a broad and coherent grounding in the discipline. At the **Level I stage**, students are introduced to foundational areas including introductory psychology and the basic principles of research methods and statistics.

At **Levels II and III**, the curriculum is organized around core subfields of psychology, including:

- Developmental Psychology
- Social Psychology
- Cognitive Psychology
- Biological/Physiological Psychology
- Research Methods and Statistical Analysis

In addition to these core areas, students engage with a range of **elective and applied courses**, which may include topics such as health psychology, abnormal psychology, personality, and Caribbean-focused psychological issues. The programme culminates in independent research projects, enabling students to apply methodological skills and theoretical knowledge to real-world problems.

At the postgraduate level, the **MPhil/PhD in Psychology** programme provides advanced training in research design, data analysis, and scholarly writing. The programme supports original research across a range of psychological specializations, with particular encouragement given to work addressing Caribbean developmental, social, and cultural contexts.

The discipline continues to expand its offerings through curriculum development, interdisciplinary collaboration, and the integration of technology-enhanced teaching and learning. The strategic focus is to strengthen both undergraduate and postgraduate programmes by aligning them with the Department's vision and mission, enhancing research output, and expanding interdisciplinary and regionally relevant teaching. This includes integrating innovative teaching methods, fostering student research engagement, and promoting psychology as a key discipline in addressing developmental and societal challenges in the Caribbean.

VISION STATEMENT

The vision of the Department is to be a leading centre for the study and advancement of history, philosophy and psychology, particularly within the Caribbean context, and to foster intellectual excellence and creativity in its students.

MISSION STATEMENT

The Department seeks to empower its students through the promotion of critical and analytical skills and an appreciation for diversity. Students are encouraged, through an understanding of the world they live in, to contribute to the development of the Caribbean region and beyond. In meeting these

obligations, the Department strives to continue providing students with cutting-edge research and exposure to up-to-date teaching technologies and methodologies.

PRESENT MEMBERS OF STAFF OF THE PSYCHOLOGY DISCIPLINE

Academic Staff

- Professor Donna-Maria Maynard, Professor of Psychology, Clinical and Counselling Psychology
- Dr Mia Jules, Senior Lecturer in Experimental and Physiological Psychology
- Lecturer in Developmental Psychology

Administrative Staff

- Ms. Shelley Brathwaite, Administrative Assistant

SUMMARY OF TERMS AND CONDITIONS OF SERVICE - ACADEMIC STAFF

Post – Lecturer/Senior Lecturer in Developmental Psychology

Department of History, Philosophy and Psychology

Faculty of Humanities 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 normally be on contract for a period of three (3) 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:

BDS\$ 100,836 x 4,092 – 125,388 (Bar) x 4,092 – 149,940 per annum

Senior Lecturer:

BDS\$ 154,032 x 4,092 – 158,124 x 4,548 – 194,508 (Bar) x 4,848 – 204,204

Note: these graduated scales 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 runs as follows:

Minimum point	\$154,032
2nd point	\$158,124 (154,032 + 4,092)
3rd point	\$162,672 (158,124 + 4,548)
Etc.	

(b) Allowances

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

(c) Benefits

- *Transportation Allowance* – BDS\$4,320 per annum
- *Entertainment Allowance* – BDS\$2,340 per annum
- *Book Grant* – BDS\$3,500 per annum
- *Study and Travel Grant* – BDS\$11,670 per annum (subject to conditions)
- *Registration in the University Medical Scheme* (currently non-contributory)

(d) Pension Arrangements

All full-time employees are required to contribute to the University Pension Scheme (FSSU).
Contribution rates are:

- Employee: 5%
- University: 10%

(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