

1 Advertisement

Post Title: Lecturer in Evolution, Behaviour & Environment

School/department: School of Life Sciences

Hours: Full time or part time hours considered up to a maximum of 1.0 FTE. Requests for flexible working options will be considered (subject to business need).

Contract: permanent

Reference: 0794

Salary: Grade 7 starting at £33,199 and rising to £39,609 per annum or
Grade 8 starting at £40,792 and rising to £48,677 per annum.

Placed on: 25 February 2019

Closing date: 27 March 2019. Applications must be received by midnight of the closing date.

Expected interview date: Mid-late May TBA

Expected start date: September 2019

The School of Life Sciences is at the forefront of research in the biological sciences in the UK, coming in the top 10 in the REF 2014.

The School of Life Sciences at the University of Sussex seeks to appoint a Lecturer in the area of Evolution, Behaviour and the Environment to take up post in September 2019. Responsibilities include research, teaching undergraduates, supervision of graduate students and other duties associated with academic life.

We welcome excellent candidates who use modern methods to study questions at the forefront of conservation genetics, contemporary evolutionary biology or animal behaviour, but will consider outstanding applicants in other areas. Candidates must have a PhD in a relevant field and an outstanding record of excellence in research that is reflected in their publications. They will have sufficient breadth and/or depth of specialist knowledge in the discipline, and of research methods and techniques to develop research objectives, projects and proposals. We expect the successful candidate to develop a research programme that complements and reinforces the existing School of Life Sciences research portfolio.

The appointee will teach undergraduates through lectures, field courses, practical classes and tutorials, and will be motivated to further innovate our teaching methods. Candidates should be able to teach to a high standard and manage a diverse workload.

Informal enquiries are encouraged and can be made to Prof Adam Eyre Walker, Subject Chair for Evolution, Behaviour & Environment (a.c.eyre-walker@sussex.ac.uk).

The School is committed to equality and valuing diversity, and currently holds an Athena SWAN Silver Award. Applications are particularly welcomed from women and black and minority ethnic candidates, who are under-represented in academic posts in Science, Technology, Engineering, Medicine and Mathematics (STEMM) at Sussex. The School of Life Sciences welcomes applications to academic posts from candidates who wish to work part-time or as job-sharers.

The University offers various schemes to provide real benefits to parents, these can be found at [Family Friendly Policies](#)

Applications should be accompanied by a full CV, a statement of research interests and aspirations (not more than 4 pages), and the names of three academic referees.

For full details and how to apply see our [vacancies page](#)

The University of Sussex values the diversity of its staff and students and we welcome applicants from all backgrounds

2. The School/Division

The School of Life Sciences is the largest School in the University in terms of research activity with an annual research income of over £13m, and one of the largest in terms of student and staff population. The School has a teaching and research faculty of nearly 80, over 150 research fellows and technicians, and a small professional services team. Life Sciences have played a major role in the research and teaching of the University of Sussex since 1961. The original School of Biological Sciences (BIOLS), founded by John Maynard Smith FRS, trained some of the world's leading biologists and biomedical scientists, and was a beacon of innovation and creativity in its integrated approach to research and teaching.

The current School of Life Sciences was formed in 2009 when Professor Laurence Pearl FRS was appointed as founding Head of the new School. Under his leadership the School adopted a unified structure with no formal departments. Instead there are six research Subject Groups – Neuroscience; Evolution, Behaviour and Environment; Genome Damage and Stability; Biochemistry and Biomedicine; Chemistry and the Sussex Drug Discovery Centre. Each research subject group is chaired by a prominent scientist, who is responsible for research leadership in their subject. The School currently has six Fellows of the Royal Society (FRS) and seven Fellows of the Academy of Medical Sciences (FMedSci) on its Faculty.

Professor Sarah Guthrie was appointed Head of School in September 2017, and the School will continue to develop under her leadership. The University has committed to building a new teaching and research building, which will bring life scientists from all disciplines together. Planning for this building has been approved and will provide both academic and social spaces to improve the culture and interaction in the School. The building is scheduled for delivery in circa 2021.

The School admits nearly 600 undergraduates each year on to a range of BSc and MSci degrees, with around 75 students on post-graduate taught degrees in Genetic Manipulation and Cell Biology, Cancer Cell Biology and Neuroscience. Taught programmes are firmly based on our research excellence, and offer students substantial opportunities for personal research experience along with conventional lecture, seminar and tutorial teaching. We offer 3-year BSc and 4-year integrated Masters degrees (MSci) in Biochemistry, Biomedical Science, Biology, Ecology, Genetics, Neurosciences, and Zoology, and Royal Society of Chemistry accredited BSc and MChem degrees in Chemistry and Chemistry and Drug Design. We also offer a Foundation Year in Biological Sciences which is ideally suited for students whose A-level (or equivalent) qualifications don't meet the requirements for direct entry on to our BSc/Masters degrees. The first intake on the MPharm was in October 2016.

We have a large and vigorous post graduate research community with over 170 PhD students undertaking cutting-edge research across all our areas of interest. As well as standard PhD programmes in all the Subject Groups, we also offer a highly interdisciplinary 4-year Neurosciences PhD incorporating a first year with laboratory rotations, run in

partnership with the Schools of Psychology and Engineering and Informatics, and the Brighton and Sussex Medical School.

In the REF2014 more than 96% of the School's research was rated as 'world leading', 'internationally excellent', or 'internationally recognised'. Our Biological Sciences research in particular was ranked 10th in the UK overall, and 8th on quality of our research outputs – putting us comfortably above the majority of Russell Group institutions.

The University of Sussex is a medium sized research intensive University based on a single campus in Falmer, just outside Brighton in East Sussex. The University has ambitious plans to develop its teaching and research; for example, to move from a taught student population of c13,000 to one of c18,000 by 2018.

3. Please add the Job Description and Person Specification

CORE JOB DESCRIPTION

Job Title:	Lecturer in Biology
Grade:	Lecturer A, Grade 7
School:	Life Sciences
Location:	JMS Building
Responsible to:	Head of School
Direct reports:	n/a
Key contacts:	Students, other members of Faculty within the School and University, School Officers, academics in the field in other institutions.
Role description:	Lecturer A is an early career-grade teaching and research position. Post-holders will be expected to teach in a developing capacity, establish an independent research portfolio, including publication and making applications for research funding.

PRINCIPAL ACCOUNTABILITIES

1. To deliver and contribute to the design of high-quality teaching programmes to attract students.
2. To engage in individual and/or collaborative research activity resulting in high-quality publications to be submitted to the REF at acceptable levels of volume and academic excellence; and develop research funding and knowledge exchange income

individually or in collaboration with others, as appropriate, depending on the size and scope of the bid.

3. To contribute fully to the School and University by participating in meetings, working groups, committees and other School and University activities.

KEY RESPONSIBILITIES

Teaching & Student Support

- Contribute to the planning, delivery and assessment of high-quality undergraduate and postgraduate teaching, in liaison with the relevant programme and course convenors.
- Contribute to the development, design and management of new curriculum proposals that are attractive to students.
- With guidance: develop high-quality inclusive teaching materials, methods and approaches using appropriate technology; take responsibility for their quality, and ensure that they meet defined learning objectives.
- With guidance: set, mark, and assess coursework and examinations; select appropriate assessment instruments and assessment criteria; and provide constructive and comprehensive feedback to students.
- Ensure that teaching materials remain up-to-date and relevant, incorporating advances in the subject area into the course of study.
- Develop and maintain an understanding of appropriate pedagogy in the subject area.
- Supervise the work of undergraduate and taught postgraduate students, providing them with advice on study skills.
- Undertake and complete administrative duties required in the professional delivery of teaching.
- Undertake academic advising duties, and provide first-line support for sensitive issues, referring on as appropriate to services providing further assistance.
- Adopt an approachable and accessible attitude towards students, offering office hours, informal advice etc.

Research, Scholarship & Enterprise

- Develop research objectives and proposals for own or joint research, at acceptable levels, with assistance if required.
- Conduct research projects individually and/or in collaboration with others.
- Analyse and interpret research findings and draw conclusions on the outcomes.
- Produce high-quality research outputs for publication in monographs or recognised high-quality journals, or performance/exhibition, as appropriate, and contribute to the School's REF submission at acceptable levels of volume and academic excellence.
- Make research funding applications as appropriate, with assistance if required.
- Individually or with colleagues, explore opportunities for enterprise activity, third stream income and/or consultancy.
- Build internal contacts and participate in internal networks and relevant external networks in order to form relationships and collaborations.
- Supervise doctoral students as part of a supervision team, as appropriate to the discipline.
- Continually update knowledge and understanding in field or specialism, and engage in continuous professional development.

Contribution to School & University

- Attend and contribute to School meetings.
- Engage in activities beyond day-to-day teaching duties, for example Admissions Days.
- Assist with undergraduate and postgraduate recruitment.
- Participate in School or University working groups or committees, as required.

- Undertake additional administrative duties, as required by the Head of School.

Role-specific duties

- Undertake cutting edge research in Biology, presenting work at seminars and conferences, and submitting to refereed journals.
- Develop and provide high quality teaching to undergraduate and postgraduate students, including PhD students.
- Apply periodically for funding to support research work.

This Job Description sets out current duties of the post that may vary from time to time without changing the general character of the post or level of responsibility entailed.

INDICATIVE PERFORMANCE CRITERIA

- High quality teaching performance across a range of teaching activities, at different levels (year 1 undergraduate to postgraduate) appropriate to the discipline; as evidenced by surveys, questionnaires and peer review.
- Evidence of skill in assessment and feedback techniques, and using a range of methods for evaluating the effectiveness of teaching.
- Demonstrable contribution to the planning and development of courses.
- Delivering a teaching load in line with School expectations.
- Evidence of applying knowledge arising from research and scholarship to enhance teaching practice.
- Evidence of active engagement in advising students and proactively responding to problems experience by students.
- Completion, within a reasonable period of time, of a recognised higher education teaching qualification.
- A PhD or equivalent scholarly or relevant professional activity.

- Pursuing a line of high-quality independent scholarly research appropriate to the discipline.
- Publishing research (either from a recently completed PhD or new original research).
- Success in obtaining competitive/peer reviewed research support funding or collaboration in significant research projects with institutions of equivalent standing.
- Other forms of externally recognised professional practice or creative output, of a standing equivalent to regular publication of original research.
- Initiating, developing or participating in links between the University and external bodies such as business and industry, the professions, community organisations and policy-makers.
- Evidence of successful engagement in PhD supervision as appropriate to the discipline.
- Efficient and effective contribution to academic support duties within the School or the University.

PERSON SPECIFICATION

ESSENTIAL CRITERIA

1. Normally educated to doctoral level, or other equivalent qualification, or appropriate level of experience, as appropriate to the discipline (see role-specific criteria below).
2. Excellent interpersonal skills, with the ability to engage with students using a variety of teaching methods.
3. Experience of teaching at undergraduate level.
4. Evidence of engagement in high-quality research activity.
5. Excellent presentation skills, with the ability to communicate effectively, both orally and in writing, with students, colleagues and external audiences.
6. Ability to work individually on own initiative and without close supervision, and as part of a team.
7. Ability to exercise a degree of innovation and creative problem-solving.

8. Excellent organisational and administrative skills.
9. Ability to prioritise and meet deadlines.
10. A willingness to participate in student support activities beyond required teaching duties.
11. Excellent IT skills, with the ability to produce high-quality, inclusive learning materials.

DESIRABLE CRITERIA

1. A recognised higher education teaching qualification.
2. Experience of teaching at postgraduate level.
3. Emerging track record of high-quality publications in reputable journals and other appropriate media of similar standing.
4. Experience of generating research or knowledge exchange income.

CORE JOB DESCRIPTION

Job Title:	Lecturer in Biology
Grade:	Lecturer B, Grade 8
School:	Life Sciences
Location:	JMS Building
Responsible to:	Head of School
Direct reports:	n/a
Key contacts:	Students, other members of Faculty within the School and University, School Officers, academics in the field in other institutions.

Role Description Lecturer B is a career-grade teaching and research position. Post-holders will be expected to take full responsibility for the

design, management and delivery of their own teaching, be able to demonstrate an established research portfolio, and a growing reputation in their field of study. They will also be expected to provide support and guidance to less experienced members of staff.

PRINCIPAL ACCOUNTABILITIES

1. To design and deliver high-quality teaching programmes that are attractive to students.
2. To engage in individual and collaborative research activity resulting in high-quality publications to be submitted to the REF at acceptable levels of volume and academic excellence, and to obtain research funding and/or knowledge exchange income as appropriate to the discipline.
3. To contribute fully to the School and University by playing a significant role in working groups, committees, and other School and University activities.

KEY RESPONSIBILITIES

Teaching & Student Support

- Engage in the planning, delivery and assessment of innovative high-quality undergraduate and postgraduate teaching, in liaison with the relevant programme and course convenors.
- Identify, design, develop and manage new curriculum proposals that are attractive to students.
- Develop high-quality inclusive teaching materials, methods and approaches, take responsibility for their quality, and ensure that they meet defined learning objectives.
- Ensure that teaching materials remain up-to-date and relevant, incorporating advances in the subject area into the course of study, and utilising appropriate technology.
- Set, mark, and assess coursework and examinations; select appropriate assessment instruments and assessment criteria, and provide constructive and comprehensive feedback to students.
- Undertake continuous professional development to maintain an understanding of appropriate pedagogy in the subject area.

- Supervise the work of undergraduate and taught postgraduate students, providing advice on study skills.
- Contribute to the accreditation of courses and quality-control processes.
- Undertake and complete administrative duties required in the professional delivery of teaching.
- Undertake academic advising duties, and provide first-line support for sensitive issues, referring on as appropriate to services providing further assistance.
- Adopt an approachable and accessible attitude towards students, offering office hours, informal advice etc.

Research, Scholarship & Enterprise

- Contribute to School research strategy and themes.
- Develop research objectives and proposals for own or joint research.
- Conduct research projects individually and in collaboration with others.
- Assess, interpret and evaluate outcomes of research, and develop ideas for their application.
- Produce high-quality research outputs that have impact in the field, for publication in monographs or recognised high-quality journals, or performance/exhibition, as appropriate, and contribute to the School's REF submission at acceptable levels of volume and academic excellence.
- Lead small research projects and/or identified parts of a larger project, including supervising the work of others and managing or monitoring a research budget, if appropriate.
- Make presentations at conferences, or exhibit work in other appropriate events, and identify ways to disseminate research outputs informally via the internet, the media, and other forms of public engagement.

- Identify sources of funding and secure or contribute to the process of securing bids.
- Identify and secure opportunities for enterprise activity, knowledge exchange income and/or consultancy.
- Actively build internal and external contacts, and play a key role in internal networks and relevant external networks in order to, for example, identify sources of funding, secure student placements, and build relationships for future activities.
- Supervise doctoral students as part of a supervision team.
- Contribute to a relevant national professional body or recognised events.
- Continually update knowledge and understanding in field or specialism, and engage in continuous professional development.
- Conduct risk assessments, and take responsibility for the health and safety of others, if required.

Contribution to School & University

- Attend and contribute to School meetings.
- Engage in activities beyond day-to-day teaching duties, for example Admissions Days.
- Assist with undergraduate and postgraduate recruitment.
- Play a key role in School or University working groups or committees, as required.
- Advise and provide support to less experienced colleagues.
- Undertake additional administrative duties, as required by the Head of School.

Role-specific duties

- Undertake cutting edge research in Biology, presenting work at seminars and conferences, and submitting to refereed journals.

- Provision of high quality teaching to undergraduate and postgraduate students, including PhD students.
- Undertaking identified administrative tasks within the subject
- Apply periodically for funding to support research work.
- This Job Description sets out current duties of the post that may vary from time to time without changing the general character of the post or level of responsibility entailed.

INDICATIVE PERFORMANCE CRITERIA

- A record of development of new modules/groups of modules, course or significant components of schemes of study or CPD courses.
- Proven and sustained track record of successful teaching at the levels appropriate for the post.
- A high standard of teaching performance as judged by standard evaluation methods.
- Evidence of using feedback information from a range of sources to improve the student experience.
- Evidence of using knowledge arising from research and scholarship to enhance teaching and curriculum development.
- Evidence of engagement in advising students and proactively responding to student problems.
- Regular published output of original research at international level (refereed journal papers, monographs, book chapters, text-books).
- Other evidence of original research contributions to the field, such as through invited conference contributions, membership of editorial panels etc.
- Evidence of successful postgraduate masters and doctoral research supervision i.e. to completion.
- Sustained success in obtaining competitively awarded research grants and contracts, and knowledge exchange income.
- Involvement in the creation, transfer and use of the results of research through a range of knowledge exchange activities.
- Success in transferring research results to commercial, professional, public sector or other practical use.
- Evidence of contributions to a relevant national professional body or recognised event.

PERSON SPECIFICATION

ESSENTIAL CRITERIA

12. Normally educated to doctoral level, or other equivalent qualification, or appropriate level of experience, as appropriate to the discipline (see role-specific criteria below).
13. Excellent interpersonal skills, with the ability to engage with students using a variety of different methods.
14. Experience of teaching at undergraduate and taught postgraduate level.
15. Evidence of significant independent contribution to the design and execution of research.
16. An emerging track record of publications in reputable journals and other appropriate media of similar standing.
17. Excellent presentation skills, with the ability to communicate effectively, both orally and in writing, with students, colleagues and external audiences.
18. Ability to work individually on own initiative and without close supervision, and as part of a team.
19. Ability to exercise a degree of innovation and creative problem-solving.
20. Excellent organisational and administrative skills.
21. Ability to prioritise and meet deadlines.
22. A willingness to participate in support activities beyond normal classroom duties.
23. Excellent IT skills, with the ability to produce high-quality learning support materials.

DESIRABLE CRITERIA

- Experience of successful curriculum design or re-design.
- A recognised higher education teaching qualification.

- Experience of generating research or knowledge exchange income.
- Experience of supervising postgraduate research students.