UNIVERSITY OF SUSSEX

1 Advertisement

School of Life Sciences
Reader or Professor in the area of Evolution, Behaviour and Ecology

Permanent, Full time

Professorial salary is determined by negotiation (The minimum full-time salary for a newly promoted Professor is £57,674 per annum)

Reader salary range starting at £48,327 and rising to £55,998 per annum

The School of Life Sciences at the University of Sussex wishes to appoint an outstanding individual in the area of Evolution, Behavioural Biology and Ecology who will establish an internationally recognised research programme to complement existing activities in the School. The School is at the forefront of research in the biological sciences in the UK, coming in the top 10 in the REF 2014, with an impressive profile across a broad range of subjects; particular strengths include Conservation Biology, Evolutionary Biology, Neuroscience, and Genome Damage and Stability (see http://www.sussex.ac.uk/lifesci/research). We have state of the art facilities for microscopy and analytical chemistry, as well as access to field sites in the South Downs National Park. The appointment will be in the Reader or Professorial range, depending on qualifications and experience, applicants should clearly state which post they are applying for.

The appointee will be expected to offer teaching according to their expertise. The School has a vibrant PhD programme, and its taught B.Sc. and M.Sc. Degrees include Biology, Zoology, Environment and Ecology, Genetics and Neuroscience. M.Sc. and M.Res courses include Animal Behaviour, Evolution, Conservation and Neuroscience.

Potential candidates are encouraged make informal contact with the Chair of the Evolution, Behaviour and Environment subject, Prof. Daniel Osorio, (d.osorio@sussex.ac.uk) or the Head of the School of Life Sciences, Prof. Laurence Pearl FRS (Laurence.pearl@sussex.ac.uk).

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.

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 and engineering 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 http://www.sussex.ac.uk/humanresources/personnel/familyfriendlypolicies.

When submitting your application please ensure that you state the reference number for the position that you are applying for on the front page of the application form.

Closing date for applications is: 12 December 2016
Interviews: January 2017 – date to be confirmed

For full details and how to apply see www.sussex.ac.uk/jobs
The University of Sussex is committed to equality of opportunity
2. The School/Division

Life Sciences have played a major role in the University of Sussex since 1961. The original School of Biological Sciences (BIOLS), founded by John Maynard Smith, trained some of the world’s leading biologists and biomedical scientists. BIOLS 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 its founding Head. Under his leadership the School adopted a unified structure without formal departments. Instead there are six research Subject Groups – Evolution, Behaviour and Environment; Genome Damage and Stability; Biochemistry and Biomedicine; Neuroscience; Chemistry and the Sussex Drug Discovery Centre. Each Subject Group is chaired by a prominent scientist, who is responsible for research leadership. The School's Faculty currently includes six Fellows of the Royal Society (FRS) and seven Fellows of the Academy of Medical Sciences (FMedSci). There are about 70 teaching and research faculty, over 150 research fellows and technicians, and a small professional services team. The School has the largest research income in the University of Sussex with over £20m in 2015-16.

In the REF2014 more than 96% of the School's research was rated as 'world leading', 'internationally excellent', or 'internationally recognised'. Biological Sciences research was ranked 10th overall in the UK, and 8th on quality of research outputs – comfortably above the majority of Russell Group institutions. The School's activities all rank in the top-ten in the 2017 Times/Sunday Times Good University and Complete University guides.

The University has committed to building a new teaching and research building scheduled for delivery in 2019-20. This building will bring life scientists from all disciplines together, with both academic and social spaces to benefit the culture and interaction in the School.

Teaching is based on research excellence. The School admits around 500 undergraduates annually on a range of B.Sc. and M.Sci. degrees, and around 80 students on M.Sc. and M.Res. degrees. We have a large and vigorous post graduate research community with over 130 PhD students across all our areas of interest.

The University of Sussex is a 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 c.18,000 by 2018.

3. Senior Leadership and management

The Vice-Chancellor (Professor Adam Tickell) is the senior academic officer and, as Chief Executive, is responsible to the University Council for management of the University. He is supported by an executive group which includes Pro-Vice-Chancellors, the Registrar and Secretary, the Director of Finance and the Director of Human Resources. The Heads of the Schools of Studies at Sussex report to the Pro-Vice-Chancellors.

The Registrar and Secretary head the Professional Services of the University. In addition, under the University Statutes, the Registrar and Secretary is Secretary to the University Council. The Director of Finance reports to the Vice-Chancellor. The Director of ITS reports to the Registrar and Secretary, and the Librarian reports to one of the Pro-Vice-Chancellors.
4. Job Description  PROFESSOR

Job Title:  Professor (title to be agreed with successful applicant)

Grade:  Grade 10

School:  School of 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 of similar standing in the field in other institutions.

Role description:  Reader is the second most and Professor the most senior career-grade teaching and research position. Post-holders are expected to show high academic standing, to make a broad and sustained contribution to their field and discipline nationally and internationally, and to demonstrate sustained exceptional performance in research. They will demonstrate academic leadership in both teaching and research, and support the management and strategic planning processes of the School and the University.

PRINCIPAL ACCOUNTABILITIES

1. To provide academic leadership in the design and delivery of innovative and high-quality teaching programmes.

2. To engage in high-quality research activity resulting in high-quality publications to be submitted to the REF at acceptable levels of volume and academic excellence; to lead major research projects; to consistently secure research funding and third-stream income; and to play a key role in the development and implementation of the School research strategy.

3. To provide guidance, support and mentoring to junior members of staff working in the same or cognate research areas.

4. To play a key role in supporting the management activities of the School and University, and to undertake a significant School directorship role if required.
KEY RESPONSIBILITIES

1. **Research, Scholarship & Enterprise**

1.2 Play a leading role in the development and implementation of School research strategies and themes, and lead and co-ordinate research activity in own subject.

1.3 Identify and develop research objectives, and proposals for own or joint research.

1.4 Carry out independent research and act as a Principal Investigator or project leader on major research projects. This may involve leading and line-managing the staff including their recruitment, probation, mentoring, performance review and staff development; managing the budget, and taking responsibility for the delivery of the programme.

1.5 Define research objectives and questions, review and synthesise the outcomes of research studies, and develop ideas for application of research outcomes.

1.6 Develop proposals for major research projects which will make a significant impact, and lead to an increase in knowledge or understanding or the development of new explanations, insights, concepts or processes.

1.7 Produce high-quality research outputs that are world-leading in the field, for publication in monographs or recognised high-quality journals, or performance/exhibition, as appropriate, and make a significant contribution to the School’s REF assessment at acceptable levels of volume and academic excellence.

1.8 Make presentations at national and international conferences or exhibit work in other appropriate events of a similar standing, and play a lead role in identifying ways to disseminate research outputs informally via the internet, the media and other forms of public engagement.

1.9 Develop and maintain an independent research reputation by, for example, serving on peer review committees, or acting as a referee for journal articles or research grant applications.

1.10 Play a key role in the internal management of the REF assessment exercise.

1.11 Play a lead role in identifying sources of funding and securing bids, both individually and in collaboration with others.

1.12 Play a lead role in identifying and exploring opportunities for enterprise activity, knowledge exchange income and/or consultancy.

1.13 Provide academic leadership and inspiration to those working within own research area, and foster inter-disciplinary team-working.

1.14 Lead and develop internal and external networks to foster collaboration on both an individual level and on behalf of others in the School, share information and ideas, and promote the subject and the University, both nationally and internationally.

1.15 Develop successful links with external contacts such as other educational and research bodies, employers, professional bodies and other providers of funding and research initiatives to foster collaboration and generate income, and to influence the external research and policy agenda.

1.16 Contribute to the enhancement of research quality and thinking in the field by being involved in quality assurance and other external decision-making bodies.

1.17 Act as a leading authority in the field or specialism, developing new knowledge, understanding and innovation in the area.
1.18 Conduct risk assessments and take responsibility for the health and safety of others, if required.

2. Teaching & Student Support

2.1 Lead the innovative design, development and delivery of the overall curricula.

2.2 Develop the quality assurance framework within the University’s overall framework e.g. for the validation and re-validation of courses.

2.3 Regularly review and update course content and teaching materials, ensuring that they remain up-to-date and relevant, incorporating advances in the subject area and utilising appropriate technology.

2.4 Set, mark, and assess work and examinations; select appropriate assessment instruments and criteria; and provide constructive and comprehensive feedback to students.

2.5 Actively maintain an understanding of appropriate pedagogy in the subject area.

2.6 Provide academic leadership and inspiration to those teaching within subject area.

2.7 Supervise PhD students and/or externally-funded post doctoral staff.

2.8 Undertake and complete administrative duties required in the professional delivery of teaching.

2.9 Undertake academic advising duties, and provide first-line support for sensitive issues, referring on as appropriate to services providing further assistance.

2.10 Adopt an approachable and accessible attitude towards students, offering office hours, informal advice etc.

3. Contribution to School & University

3.1 Attend and contribute to School meetings.

3.2 Contribute to the overall management of the School in areas such as budget management and business planning.

3.3 Contribute to School- and University-level strategic planning and development.

3.4 Engage in activities beyond day-to-day teaching duties, for example Admissions Days.

3.5 Assist with undergraduate and postgraduate recruitment.

3.6 Chair School or University committees, and participate in University decision-making and governance.

3.7 Undertake a School directorship role, for example Director of Research.

3.8 Advise and provide support to less experienced colleagues, and conduct Performance and Development Reviews, if required.

3.9 Mentor staff in related or cognate research areas, providing advice on personal and career development plans, and assisting them in identifying and securing career development opportunities.

3.10 Undertake additional administrative duties, as required by the Head of School.
4. Role-specific duties

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

4.2 Provision of high quality teaching to undergraduate and postgraduate students, including PhD students.

4.3 Play a leadership role in relation to research in the subject

4.4 Undertaking identified administrative tasks within the subject

4.5 Apply periodically and successfully 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

- Evidence of quality in teaching and learning demonstrated in a range of measures, including student satisfaction; of thoughtful and effective innovation in the development of new courses and/or programmes; and of leadership in the promotion of teaching and learning in the subject.
- Proven innovative teaching practice, typically adopted as best-practice within the institution.
- Evidence of providing, or demonstrable potential to provide academic leadership, development, mentoring and career management advice for colleagues, research assistants and students in the area of teaching and learning.
- A record of consistent involvement in external examining at research-intensive universities, and other forms of engagement in upholding academic standards.
- Leadership of a national subject association.
- Evidence of commitment to improving the student experience and/or leadership of a major change project designed to improve the student experience.
- Publication of highly-regarded text books or other significant teaching materials for use in higher education, chosen by third parties on a discretionary basis.
- Evidence of sustained output of high-quality research publications or other recognised forms of output, subjected to peer review and describing significant discoveries, applications or observations.
- Evidence of leadership in the discipline and cognate disciplines, demonstrating an ability to inspire colleagues to develop their own research potential, including partnerships with individuals and/or bodies of international standing.
- Sustained record of attracting funds year-on-year, which are notable awards in terms of size and scope, and of leadership of and collaboration in significant research projects and/or consultancy or work with external organisations.
- Transfer of intellectual property into the wider economy.
- Development of research and consulting relationships with other organisations, and development of business and community links that bring tangible benefits to the University.
- Sustained record of successful postgraduate research supervision.
- Academic distinctions (e.g. academic awards; editorship of, or refereeing for, journals; grant reviewer for awarding bodies; services for learned societies; election to Fellowships).
- Transfer of research findings into practical applications and/or enrichment of the wider culture through creativity in the social sciences, humanities and the visual and performing arts.
- External and visiting appointments.
- Influence on the formulation of policy.
- Advancement of the discipline through a distinctive contribution to intellectual leadership, professional, clinical or vocational practice.
- Evidence of enhancing the international standing and profile of the School and University.
- A sustained contribution to the delivery of University and/or School strategy.
- Evidence of exceptional collegiality.
- A leadership role within the University, creating significant performance improvement.

5. **Person Specification**

**ESSENTIAL CRITERIA**

1. Educated to doctoral level in a relevant discipline.

2. In-depth knowledge of the specialism to enable the development of new knowledge, innovation and understanding in the field.

3. Excellent interpersonal skills, with the proven ability to engage with students using a variety of different methods.

4. Excellent presentation skills, with the proven ability to communicate effectively, both orally and in writing, with students, colleagues and external audiences.

5. Significant experience of high-quality teaching at undergraduate and postgraduate level.

6. Successful track record of innovative curriculum design or redesign.

7. Significant track record of influential publications in reputable journals and other appropriate media of similar standing.

8. Successful and sustained track record of generating research and knowledge exchange income that is notable in terms of size and scope, and the translation of research results into practice.

9. Experience of successfully leading large externally-funded research projects.

10. An international reputation in the field of study.

11. Successful track record of supervising postgraduate students.

12. Evidence of proactive contribution to the School and/or University.

13. Leadership and people management skills.

15. Commitment to collegiality and inter-disciplinary working.

16. Excellent organisational and administrative skills.

17. Ability to prioritise and meet deadlines.

18. A willingness to participate in support activities beyond normal teaching duties.

19. Excellent IT skills, with the ability to produce high-quality learning support materials.
**Job Title:** Reader in Evolution, Behaviour and Ecology

**Grade:** Grade 9

**School:** Life Sciences

**Location:** JMS

**Responsible to:** Head of School

**Key contacts:** Students, other members of Faculty within the School and University, School Officers, academics in the field in other institutions.

**Role description:** Reader is a senior career-grade teaching and research position. Post-holders will be expected to show academic leadership in both teaching and research, and to support the management and strategic planning processes of the School and the University.

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**PRINCIPAL ACCOUNTABILITIES**

1. To provide academic leadership in the design and delivery of high-quality teaching programmes.

2. To engage in high-quality research activity resulting in high-quality publications to be submitted to the REF at acceptable levels of volume and academic excellence; to lead research projects or research initiatives in the School; to secure research funding and third-stream income; and to contribute to the School’s research strategy.

3. To support the management activities of the School and University, and undertake a key role in School or University working groups or committees, as required.

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**KEY RESPONSIBILITIES**

1. **Research, Scholarship & Enterprise**

   1.1 Contribute to the development of School research strategies and themes.

   1.2 Identify and develop research objectives, and proposals for own or joint research.

   1.3 Carry out independent research and act as a Principal Investigator or project leader on major research projects. This may involve leading and line-managing the staff including their recruitment, probation, mentoring, performance review and staff development; managing the budget, and taking responsibility for the delivery of the programme.

   1.4 Define research objectives and questions, review and synthesise the outcomes of research studies, and develop ideas for application of research outcomes.
1.5 Develop proposals for major research projects which will make a significant impact, and lead to an increase in knowledge or understanding or the development of new explanations, insights, concepts or processes.

1.6 Produce high-quality research outputs that have significant impact in the field, for publication in monographs or recognised high-quality journals, or performance/exhibition, as appropriate, and make a significant contribution to the School’s REF submission at acceptable levels of volume and academic excellence.

1.7 Make presentations at national or international conferences or exhibit work in other appropriate events of a similar standing, and identify ways to disseminate research outputs informally via the internet, the media and other forms of public engagement.

1.8 Develop and maintain an independent research reputation by, for example, serving on peer review committees, and acting as a referee for journal articles and research grant applications.

1.9 Contribute to the internal management of the REF assessment exercise.

1.10 Provide academic leadership to those working within relevant research areas.

1.11 Play an influential role in identifying sources of funding and secure and/or contribute to the process of securing bids.

1.12 Play a leading role in identifying and securing opportunities for enterprise activity, knowledge exchange income and/or consultancy.

1.13 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.

1.14 Develop links with external contacts such as other educational bodies, businesses, the public sector, and professional bodies to foster collaboration and potentially generate a source of income.

1.15 Play a role in a relevant national professional body or recognised events.

1.16 Continually update knowledge and understanding in field or specialism, and engage in continuous professional development.

1.17 Conduct risk assessments and take responsibility for the health and safety of others, if required.

2. Teaching & Student Support

2.1 Lead the innovative design, development and delivery of a range of programmes of study at various levels.

2.2 Ensure that course design and delivery comply with the University quality standard and regulations, and take responsibility for the quality of programme units.

2.2 Regularly review and update course content and teaching materials, ensuring that they remain up-to-date and relevant, incorporating advances in the subject area and utilising appropriate technology.
2.4 Set, mark, and assess coursework and examinations; select appropriate assessment instruments and assessment criteria; and provide constructive and comprehensive feedback to students.

2.5 Actively maintain an understanding of appropriate pedagogy in the subject area.

2.6 Provide academic leadership to those working within programme areas, e.g. as a course leader.

2.7 Supervise taught postgraduate students, providing advice on study skills.

2.8 Undertake and complete administrative duties required in the professional delivery of teaching.

2.9 Undertake academic advising duties, and provide first-line support for sensitive issues, referring on as appropriate to services providing further assistance.

2.10 Adopt an approachable and accessible attitude towards students, offering office hours, informal advice etc.

3 Contribution to School & University

3.1 Attend and contribute to School meetings.

3.2 Contribute to the overall management of the School in areas such as budget management and business planning, as required.

3.3 Contribute to School-level strategic planning, and University-level strategic planning processes if required.

3.4 Engage in activities beyond day-to-day teaching duties, for example Admissions Days.

3.5 Assist with undergraduate and postgraduate recruitment.

3.6 Chair and/or play a key role in School or University working groups or committees, as required.

3.7 Undertake an administrative or organisational role within the School e.g. Library Representative, Year Tutor, Exam Board Chair, or personal/academic tutoring.

3.8 Advise and provide support to less experienced colleagues, and conduct Performance and Development Reviews, as required.

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

4.1 Role-specific duties

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

4.2 Provision of high quality teaching to undergraduate and postgraduate students, including PhD students.

4.3 Play a leadership role in relation to research in the subject

4.4 Undertaking identified administrative tasks within the subject
4.5 Apply periodically and successfully 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

- Evidence of novel or innovative approaches to teaching supervision or assessment, including appropriate uses of technology.
- Sustained high-quality teaching across both undergraduate and postgraduate portfolios, as evidenced by surveys, questionnaires and peer review.
- Evidence of the integration of research, scholarship and professional practice with teaching activities.
- Regular published output of original research, with a significant proportion at international level (referred journal papers, monographs, book chapters, textbooks).
- Responsible for leading and managing a major research group.
- Sustained success in obtaining competitively awarded research and knowledge exchange grants and contracts, with evidence of leadership in securing such awards (for example, as Principal Investigator).
- A successful track record of completed postgraduate research supervision at MPhil and DPhil level.
- Significant involvement in knowledge creation and transfer in conjunction with partner organisations in industry, commerce, government or NGOs. This could be in the form of externally funded research, knowledge exchange and/or consultancy.
- Evidence of external profile, such as membership of professional body, editorial board or similar.
- Successful prosecution of a major task which facilitates School or organisational unit performance or business.
- Evidence of a capacity to contribute creatively and constructively to the management of School business.
- Evidence of successful management of more junior and/or support staff where such opportunities exist.
- Responsible and effective involvement in the broader arena of the School and/or University including, where appropriate, a role providing support, pastoral care and guidance to students or colleagues.

5. Person Specification

ESSENTIAL CRITERIA
1. To have a record of substantial publications; and a sustained and independent research reputation, acknowledged nationally and internationally (if necessary demonstrating an individual role in collaborative research). Important contributory evidence may come from such areas as the ability to attract research grants, contracts and/or consultancies and successfully to supervise doctoral students.

2. To have a record of quality in teaching and learning; of thoughtful and effective innovation in the development of new courses and/or programmes, and of leadership in the promotion of teaching and learning in the subject.

3. Normally educated to doctoral level, or other equivalent qualification, or appropriate level of experience, as appropriate to the discipline (see role-specific criteria below).

4. Excellent interpersonal skills, with the proven ability to engage with students using a variety of different methods.

5. Significant experience of high-quality teaching at undergraduate and postgraduate level.

6. Experience of successful curriculum design or re-design.

7. Ability to lead and manage a major research programme.

8. Track record of significant and high-quality publications in reputable journals and other appropriate media of similar standing.

9. Successful track record of generating research and knowledge exchange income, and the translation of research results into practice.

10. Significant experience of supervising postgraduate students.

11. An emerging international reputation in the field of study.

12. Evidence of proactive contribution to School and/or University.

13. Excellent presentation skills, with the proven ability to communicate effectively, both orally and in writing, with students, colleagues and external audiences.

14. Leadership and people management skills.

15. Ability to exercise a high degree of innovation and creative problem-solving.

16. Excellent organisational and administrative skills.

17. Ability to prioritise and meet deadlines.

18. A willingness to participate in support activities beyond normal teaching duties.

19. Excellent IT skills, with the ability to produce high-quality learning support materials.