School of Life Sciences  
Evolution, Behaviour and Environment Group  
Research Fellow  
Full time, fixed term for 1 year  
Salary range starting at £32,004 and rising to £38,183 per annum

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.

We wish to appoint a postdoctoral researcher in the laboratory of Edward Morrow as part of project investigating the genetics of sexual antagonism in the fruit-fly *Drosophila melanogaster*. The position will be focussed on analysing molecular data from an experiment into the reproductive success of flies with known genotypes in a mass-action experiment that has already been carried out. The aim being to determine reproductive success of the different haplotypes and infer selection at individual genetic loci. The main duties will involve designing the genotyping strategy (using microsatellites and/or SNP markers), pre-processing genotyping data, statistical modelling and contributing to writing-up the experiment. The post-holder is expected to work closely with the PI and other members of the group. There may be an opportunity to extend the position based on the availability of other funding.

The position would be ideal for a highly motivated individual with an interest in sexual antagonism or more generally in evolutionary biology and/or genetics/genomics. The candidate should be familiar with principles of molecular biology and have training or experience with bioinformatics or advanced statistical analysis. Direct experience of working with data generated from molecular markers (microsatellites or SNPs) would be a distinct advantage. Knowledge of or experience with genomic or genetic data from *Drosophila* is not necessary but may be advantageous. A proven record of publishing peer-reviewed articles as a main author is essential. The candidate should have excellent organizational and communication skills and work conscientiously. The post-holder must have a PhD in a biological or related subject.

Further information on the research of the Morrow lab can be found at: [http://www.sussex.ac.uk/lifesci/morrowlab/index](http://www.sussex.ac.uk/lifesci/morrowlab/index)

Candidates are welcome to make informal enquiries to the PI via email: ted.morrow@sussex.ac.uk

An overview of research within the Evolution, Behaviour and Environment theme can be found at [http://www.sussex.ac.uk/lifesci/ebe/](http://www.sussex.ac.uk/lifesci/ebe/)

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](http://www.sussex.ac.uk/humanresources/personnel/familyfriendlypolicies)

**Closing date for applications:** 12 January 2017

For full details and how to apply see [www.sussex.ac.uk/jobs](http://www.sussex.ac.uk/jobs)
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 £12m, and one of the largest in terms of student and staff population. The School has a teaching and research faculty of nearly 70, 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.

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 is well under way and will provide both academic and social spaces to improve the culture and interaction in the School. The building is scheduled for delivery in 2017-18.

The School admits around 400 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 is 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. Senior Leadership and management
The Vice-Chancellor (Professor Michael Farthing) 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 the three 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 heads 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. Please add the Job Description and Person Specification

**Job Title:** Research Fellow in Evolutionary Genetics

**Grade:** Research Fellow I, Grade 7

**School:** Life Sciences

**Location:** John Maynard Smith Building

**Responsible to:** Principal Investigator through to Head of School

**Direct reports:** n/a

**Key contacts:** Members of research group, members of faculty within the School and University.

**Role description:** Research Fellow I is an early career-grade research position. Post-holders will be expected to contribute to the work of the research team, and also to develop their research skills with support from more experienced members of staff.

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**PRINCIPAL ACCOUNTABILITIES**

1. To engage in individual and/or collaborative research activity resulting in high-quality publications; and to develop research funding and knowledge exchange income individually or in collaboration with others, as appropriate, depending on the size and scope of the bid.

2. To contribute to School teaching activities.

**KEY RESPONSIBILITIES**
1. **Research, Scholarship & Enterprise**

1.1 Develop research objectives and proposals for own or joint research, at acceptable levels, with assistance if required.

1.2 Conduct research projects individually and in collaboration with others.

1.3 Analyse and interpret research findings and draw conclusions on the outcomes.

1.4 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.

1.5 Contribute to the preparation of proposals and applications to external bodies, for example for funding purposes.

1.6 Individually or with colleagues, explore opportunities for enterprise activity, knowledge exchange income and/or consultancy, where permissible.

1.7 Build internal contacts and participate in internal networks and relevant external networks in order to form relationships and collaborations.

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

2. **Teaching & Student Support**

2.1 Undertake teaching duties, if required.

2.2 Assist in the assessment of student knowledge and supervision of student projects if required.

2.3 Assist in the development of student research skills, for example as part of a postgraduate supervision team.

3. **Contribution to School & University**

3.1 Attend and contribute to relevant School and project meetings.

3.2 Undertake additional duties, as required by the Principal Investigator and/or Head of School.

4. **Role-specific duties**
4.1 The main duties will involve designing genotyping strategy (using microsatellites and/or SNP markers), pre-processing genotyping data, statistical modelling and contributing to writing-up the experiment.

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4.3 The researcher is also expected to be in regular contact with the PI and other key members of the project to discuss the strategies for analysis, data, results and project objectives.

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 PhD or equivalent scholarly or relevant professional activity
- Pursuing a line of independent research within a research group.
- Publishing research (either from a recently completed PhD or new original research).
- Other forms of externally recognised professional practice of 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 teaching or supervision.

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. Evidence of engagement in high-quality research activity.
3. Excellent presentation skills, with the ability to communicate effectively, both orally and in writing, with students, colleagues and external audiences.
4. Ability to work individually on own initiative and without close supervision, and as part of a team.
5. Ability to exercise a degree of innovation and creative problem-solving.
6. Excellent organisational and administrative skills.
7. Ability to prioritise and meet deadlines.
8. Excellent IT skills.

ESSENTIAL ROLE-SPECIFIC CRITERIA

1. Bio-informatic skills
2. Advanced statistical skills
3. Evidence of contributing as main author to peer-reviewed publications
4. A relevant PhD
5. Experience of working with molecular data/bioinformatics skills
6. Knowledge or experience of molecular techniques

**DESIRABLE CRITERIA**

1. Emerging track record of high-quality publications in reputable journals and other appropriate media of similar standing.
2. Experience of generating research or knowledge exchange income.
3. Direct experience of analysing data from molecular markers (microsatellites and/or SNPs)
4. Experience in designing, using or analyzing data from microsatellite and/or SNP molecular markers.
5. Experience of working within the field of evolutionary genetics
6. Experience of working with genetic or genomic data from Drosophila.