School of Life Sciences – Genome Damage and Stability Centre  
2 x Research Professors in Genome Stability  
Permanent, full time  
Professorial Salary is determined by negotiation  

The Genome Damage and Stability Centre (GDSC) at the School of Life Sciences, University of Sussex seeks to make two Research Professor appointments in the area of Genome Stability. We seek outstanding individuals with an established reputation who will build an internationally recognised research programme that complements existing activities in the GDSC and the School of Life Sciences. The GDSC is a research-focused grouping of ~16 laboratories with an outstanding international reputation in the causes, consequences and prevention of genomic instability. The School of Life Sciences has an impressive research profile across a broad range of research, with clear strengths in Genome Stability, Drug Discovery, Neuroscience, Evolutionary Biology and Conservation Biology. 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. (See http://www.sussex.ac.uk/lifesci/research).

Potential candidates should make informal contact with the Director and / or Deputy Director of the Genome Damage and Stability Centre (Prof. Antony Carr: a.m.carr@sussex.ac.uk and Prof. Keith Caldecott: k.w.caldecott@sussex.ac.uk) or the Head of the School of Life Sciences (Prof Laurence Pearl 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).

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. 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

Closing date for applications is: 31 March 2017  
Interview date 10 April 2017  

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

The School of Life Sciences is the largest School in the University in terms of research activity with an annual research income of over £20m in 2015-16, and one of the largest in terms of student and staff population. The School has a teaching and research faculty of ~70, over 150 research fellows and technicians, and a 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. Under his leadership the School adopted a unified structure with no formal departments. Instead there are six research Subject Groups – Genome Damage and Stability Centre; Sussex Drug Discovery Centre; Neuroscience; Evolution, Behaviour and Environment; Biochemistry and Biomedicine; Chemistry. 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 research building, which will bring life scientists from all disciplines together in state-of-the-art research facilities. 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 2019-20.

The School admits around 500 undergraduates each year on to a range of BSc and MSci degrees, with around 80 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. 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 M.Chem degrees in Chemistry and Chemistry and Drug Design. An MPharm degree in Pharmacy took its first intake in 2016. We have a large and vigorous post graduate research community with over 130 PhD students undertaking cutting-edge research across all our areas of interest. Whilst engagement with undergraduate teaching is encouraged, the position is a research intensive post and is not essential. Biological Sciences at Sussex ranks 7th in the UK in the Times/Sunday Times Good University Guide.

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.

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: 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 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**

**Job Title:** Research Professor: Genome Damage and Stability

**Grade:** Grade 10

**School:** School of Life Sciences

**Location:** Genome Damage and Stability Centre

**Responsible to:** Director of the GDSC

**Direct reports:** n/a

**Key contacts:** Other members of Faculty within the GDSC, the School and University. School Officers. Academics of similar standing in the field in other institutions.

**Role description:** Post-holders are expected to show high academic standing; make a broad and sustained contribution to their field and discipline both nationally and internationally; demonstrate sustained exceptional performance in research; demonstrate academic leadership; support the management and strategic planning processes of the School and the University.

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**PRINCIPAL ACCOUNTABILITIES**

1. To engage in high-quality research activity resulting in high-quality publications to be submitted to the REF at appropriate 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.

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

3. To play a key role in supporting the management activities of the Centre and University.
KEY RESPONSIBILITIES

1. Research, Scholarship & Enterprise

1.2 Play a leading role in the development and implementation of Centre/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 will 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 recognised high-quality journals or monographs and make a significant contribution to the School’s REF assessment at the appropriate 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 to 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, acting as a referee for journal articles and research grant applications.

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

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

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

1.13 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.

1.14 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.

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

1.16 Act as a leading authority in the field or specialism, developing new knowledge, understanding and innovation in the area.

1.17 Conduct risk assessments and take responsibility for the health and safety of others, if required.
2. Contribution to School & University

2.1. Contribute to the overall management and development of the School
2.2. Contribute to School- and University-level strategic planning and development.
2.3. Assist with postgraduate recruitment.
2.4. Participate in University decision-making and governance.
2.5. 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.
2.6. Advise and provide support to less experienced colleagues, and conduct Performance and Development Reviews, if required.

3. Role-specific duties

3.1. Apply periodically and successfully for funding to support research work.
3.2. Undertake cutting edge research, presenting work at seminars and conferences, and submitting original research to refereed journals.
3.3. Play a leadership role in relation to research in the subject.
3.4. Undertaking identified administrative tasks within the subject.

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 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.
- Academic distinctions (e.g. academic awards; editorship of, or refereeing for, journals; grant reviewer for awarding bodies; services for learned societies; election to Fellowships).
- Evidence of providing, or demonstrable potential to provide academic leadership, development, mentoring and career management advice for colleagues, research assistants and students.
- Advancement of the discipline through a distinctive contribution to intellectual leadership, professional, clinical or vocational practice.
- Sustained record of successful postgraduate research supervision.
- Leadership of a national subject association.
- 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.
- 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.
- Evidence of enhancing the international standing and profile of host institution.
- A sustained contribution to the delivery of the host institution's strategy.
- Evidence of exceptional collegiality.

4. **Person Specification**

**ESSENTIAL CRITERIA**

1. Educated to doctoral level in an appropriate discipline.
2. An international reputation in the field of study.
3. In-depth knowledge of the specialism to enable the development of new knowledge, innovation and understanding in the field.
4. Significant track record of influential publications in reputable journals and other appropriate media of similar standing.
5. 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.
6. Excellent presentation skills, with the proven ability to communicate effectively, both orally and in writing, with students, colleagues and external audiences.
7. Experience of successfully leading large externally-funded research projects.
8. Successful track record of supervising postgraduate students.
9. Evidence of proactive contribution to previous School, University and/or institute.
10. Leadership and people management skills.
11. Ability to exercise a high degree of innovation and creative problem-solving.
12. Commitment to collegiality and inter-disciplinary working.
13. Excellent organisational and administrative skills.
14. Ability to prioritise and meet deadlines.