School of Life Sciences
Senior Lecturer in Microbiology
Permanent, full time

Salary Range starting at £48,327 and rising to £55,998 per annum

The School wishes to appoint a Senior Lecturer in Microbiology. We are looking for an outstanding individual who has established an internationally visible research profile, has a demonstrable ability to attract appropriate research funding and who is able to complement and extend the existing research activities of the School (see http://www.sussex.ac.uk/lifesci/research). The post holder will also lead and innovate new teaching and participate across a range of teaching activities, including the new MPharm degree.

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 are encouraged to make informal contact with the Subject Chair for Biochemistry and Biomedicine, Professor Alison Sinclair a.j.sinclair@sussex.ac.uk or the Head of the School of Life Sciences, Professor 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). Whilst not exhaustive or exclusive, we would be interested to hear from candidates whose areas of research interest include infectious diseases; host-pathogen interactions; anti-microbial resistance.

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: 23 March 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 in excess of 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. A logical addition to our portfolio of programmes is an innovative, highly clinical and research-led pharmacy degree (MPharm) which 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. The School's activities all rank in the top ten in the 2017 Times/Sunday Times Good University and Complete University guides.

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:** Senior Lecturer in Microbiology  
**Grade:** Grade 9  
**School:** School of Life Sciences  
**Location:** John Maynard Smith (‘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:** Senior Lecturer 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.
KEY RESPONSIBILITIES

1. **Teaching & Student Support**

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

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

1.3 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.

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

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

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

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

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

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

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

2. **Research, Scholarship & Enterprise**

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

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

2.3 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.

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

2.5 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.
2.6 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.

2.7 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.

2.8 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.

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

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

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

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

2.13 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.

2.14 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.

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

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

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

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. **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 role in relation to research in the subject, as already specified above

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, text books).
- 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.
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 proven ability to engage with students using a variety of different methods.

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

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

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

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

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

8. Significant experience of supervising postgraduate students.

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

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

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

12. Leadership and people management skills.

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

14. Excellent organisational and administrative skills.

15. Ability to prioritise and meet deadlines.

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

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

DESIRABLE CRITERIA

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

2. A recognised higher education teaching qualification.

3. Experience of generating research or knowledge exchange income.

4. Experience of supervising postgraduate research students.