School of Life Sciences
Lecturer in Molecular Biology
Permanent, full time
Salary Range starting at £39,324 and raising to £46,924 per annum

The School wishes to appoint a Lecturer in Molecular Biology. 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 is able to complement and extend the existing research activities of the School (see http://www.sussex.ac.uk/lifesci/research). The post holders will also design and deliver innovative 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 regulation of gene expression, chromatin dynamics and post-translational modification, and RNA processing and translation.

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 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. **Job Description**

**Job Title:** Lecturer in Molecular Biology  
**Grade:** Lecturer B, Grade 8  
**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 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.

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**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

1. Teaching & Student Support

1.1 Engage in the planning, delivery and assessment of innovative high-quality undergraduate and postgraduate teaching, in liaison with the relevant programme and course convenors.

1.2 Identify, design, develop and manage new curriculum proposals that are attractive to students.

1.3 Develop high-quality inclusive teaching materials, methods and approaches, take responsibility for their quality, and ensure that they meet defined learning objectives.

1.4 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.

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

1.6 Undertake continuous professional development to maintain an understanding of appropriate pedagogy in the subject area.

1.7 Supervise the work of undergraduate and taught postgraduate students, providing advice on study skills.

1.8 Contribute to the accreditation of courses and quality-control processes.

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

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

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

2. Research, Scholarship & Enterprise

2.1 Contribute to School research strategy and themes.

2.2 Develop research objectives and proposals for own or joint research.

2.3 Conduct research projects individually and in collaboration with others.

2.4 Assess, interpret and evaluate outcomes of research, and develop ideas for their application.

2.5 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.

2.6 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.

2.7 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.

2.8 Identify sources of funding and secure or contribute to the process of securing bids.

2.9 Identify and secure opportunities for enterprise activity, knowledge exchange income and/or consultancy.

2.10 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.

2.11 Supervise doctoral students as part of a supervision team.

2.12 Contribute to a relevant national professional body or recognised events.

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

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

3.3 Assist with undergraduate and postgraduate recruitment.

3.4 Play a key role in School or University working groups or committees, as required.

3.5 Advise and provide support to less experienced colleagues.

3.6 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
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

- 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

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 different methods.

3. Experience of teaching at undergraduate and taught postgraduate level.

4. Evidence of significant independent contribution to the design and execution of research.

5. An emerging track record of publications in reputable journals and other appropriate media of similar standing.

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

7. Ability to work individually on own initiative and without close supervision, and as part of a team.

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

9. Excellent organisational and administrative skills.

10. Ability to prioritise and meet deadlines.

11. A willingness to participate in support activities beyond normal classroom duties.

12. 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.