

## 1 Advertisement

### **Post Title: Lecturer/ Senior Lecturer in Biochemistry and Biomedicine (Education and Research)**

**School:** School of Life Sciences, Department of Biochemistry and Biomedicine

**Hours:** Full time or part time hours considered up to a maximum of 1.0 FTE. Requests for [flexible working](#) options will be considered (subject to business need).

**Contract:** permanent

**Reference:** 7870

**Salary:** Lecturer B £42,149 to £50,296 per annum, pro rata if part time. Senior Lecturer starting at £51,799 to £60,022 per annum, pro rata if part time.

**Placed on:** 17 June 2022

**Closing date:** 18 July 2022. Applications must be received by midnight of the closing date.

**Expected interview date:** to be confirmed

**Expected start date:** ASAP

The [School of Life Sciences](#) at the University of Sussex is at the forefront of research in the UK. In the recent Research Excellence Framework assessment (REF 2021) 100% of our [Impact cases](#) in Biological Sciences and Chemistry were rated as world-leading or internationally excellent. The School has received substantial recent University investment and is embarking on an exciting and extensive, multi-million pound refurbishment and improvement project.

The [Department of Biochemistry and Biomedicine](#) is looking to appoint a Lecturer or Senior Lecturer with active research interests in the areas of cancer biology and/or infectious disease. You will work in a collegiate and supportive Department alongside researchers with expertise in cancer signalling and mechanisms, gene expression control (transcriptional and post-transcriptional), protein structure and function, bacteriology and virology. We have an active knowledge exchange portfolio, launching spin-outs, working with industry and have multiple drug discovery projects with the [Sussex Drug Discovery Centre](#). We are also well networked with the adjacent Brighton and Sussex Medical School. The School has excellent specialist technical hubs to support cell biology and molecular research including the [Wolfson Centre for Biological Imaging](#), a new high-resolution Cryogenic Electron Microscope and newly-enhanced X-ray Crystallography facilities.

The successful candidate will have a proven track record of successful research and have experience in teaching and learning (appropriate for the level of post applied for). A School-funded PhD studentship will be provided and there will be opportunities to apply annually to our successful BBSRC-funded South Coast Biosciences Doctoral Training Programme for collaborative PhD studentships.

The School of Life Sciences is committed to increasing the diversity of its staff and providing an inclusive working environment. The School currently holds an Athena SWAN Silver Award, has developed a Race Equity Action Plan and hosts an active Equality, Diversity and Inclusion working group.

Applications are particularly welcomed from Black and minority ethnic candidates, and women, trans and non-binary candidates, who are under-represented in the School of Life Sciences.

Applications to posts from candidates who wish to work part-time or as job-sharers are welcome.

The University offers various schemes to provide real benefits to parents, these can be found at [Family Friendly Policies](#)

Potential candidates are strongly encouraged to make informal contact with Professor Georgios Giamas ([g.giamas@sussex.ac.uk](mailto:g.giamas@sussex.ac.uk)), Head of Department [he/him] and/or Professor Sarah Guthrie ([S.Guthrie@sussex.ac.uk](mailto:S.Guthrie@sussex.ac.uk)) [she/her], Head of School, before applying.

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.

For full details and how to apply see our [vacancies page](#)

The University of Sussex values the diversity of its staff and students and we welcome applicants from all backgrounds

## 2. The School of Life Sciences

The [School of Life Sciences](#) has a mission statement to understand the mechanisms that drive biological and chemical processes; to develop innovative and diverse approaches to enhance human health, technology and the environment. It undertakes research, teaching and engagement across a wide range of the Life Sciences, from Chemistry through a range of biological and medically-related areas to Conservation Biology. The breadth and depth of cutting-edge research and innovative teaching practice requires a diverse community who work across boundaries to deliver excellence. Multidisciplinarity is a key strength at Sussex, and the School of Life Sciences is part of two collaborative cross-School funded Strategic Research Programmes: Sussex Neuroscience (SN) and the Sussex Sustainability Research Programme (SSRP). Sussex Neuroscience brings together broad-ranging neuroscience approaches from the Schools of Life Sciences, Psychology, Engineering and Informatics, as well as the Brighton and Sussex Medical School. SSRP brings together Life Sciences, Global Studies and the University of Sussex Business School to address the United Nations sustainable development goals.

The School of Life Sciences is the largest in the University in terms of research activity, with an annual research income of around £13 million. The School has a teaching and research faculty of around 90, over 140 research staff, and an administrative team of around 20. The School is structured into five Departments led by a Head of Department. These are Biochemistry & Biomedicine, Genome Damage and Stability Centre, Neuroscience, Evolution, Behaviour & Environment and Chemistry, working closely with the Sussex Drug Discovery Centre. The Head of School Professor Sarah Guthrie leads the Head of School Executive, which includes two Deputy Heads of School (one focussed on research and enterprise, the other on education), the School Administrator and the Director of Technical Services. Wider School organisation and administration is overseen by the School Management Committee, which includes the Heads of Departments and others in Directorship roles.

Our School aims to develop scientists that are able to connect with global issues and develop innovative solutions to the challenges that face the planet. We therefore work to ensure that our research positively impacts our local community, the economy and society as a whole. We have and continue to develop relationships with business, policy and community partners ranging from local SMEs to large scale multinational organisations. Academics, researchers, and students at all levels are encouraged to engage with non-academic partners through activities such as technology and skills sharing, licencing IP, contract research or consultancy, working closely with colleagues in the Sussex Innovations and Business Partnership team.

In the recent Research Excellence Framework (REF2021), 90.6 % of our Biological Sciences outputs and 84.8% of our Chemistry outputs were rated as world-leading or internationally excellent. In both areas, 100% of our [Impact cases](#) were rated as world-leading or internationally excellent. We are proud that our research has diverse impact that includes enabling and enhancing diagnosis of cancer and rare genetic diseases, using novel chemical methods to produce new medicines, saving endangered species, influencing policy and practice in pesticide use to protect bees and establishing conservation, economic and health initiatives in Papua New Guinea and Ecuador.

Our vibrant post-graduate research community is made up of around 130 PhD students who are key to our success, undertaking cutting-edge research across all our areas of interest in the Life Sciences. We are part of a number of cross-School and multi-partner PhD programmes: the Sussex Neuroscience PhD programme, 2 Leverhulme-funded Doctoral Scholarship programmes (*Sensation and Perception to Awareness* and *Biomimetic Embodied AI*), the UKRI funded *UK Food Systems Centre* for Doctoral Training and the BBSRC *South Coast Biosciences (SoCoBio)* Doctoral Training Partnership.

The School's teaching is firmly based on our research excellence and offers students an intellectually stimulating and supportive experience, with opportunities for personal research experience and use of modern technology to enhance learning. The School has a population of around 1500 undergraduates studying a [range of subjects](#) across the School's expertise. For each degree we offer a 3-year BSc and a 4-year integrated Masters (MSci or MChem). We also offer a Life Sciences Foundation Year, which is ideally suited for students whose A-level (or equivalent) qualifications don't meet the requirements for direct entry on to our BSc/MSci degrees. We have a population of around 85 postgraduate taught students undertaking [MSc or MRes courses](#) across our subject expertise.

The School is committed to the [University's core values](#) of kindness, integrity, inclusion, collaboration and courage. The Equality, Diversity and Inclusion Committee (with representation on the School Management Committee) promotes and encourages our values across the School, [championing initiatives](#) that meet the [University's goals](#) of being Equal, Diverse, Accessible and Flexible. We currently hold an Athena SWAN Silver Award and have a BAME Awarding Gap Committee who closely liaise with the University's Race Equality Charter committee. The School also hosts a wellbeing room and a multi-faith prayer room within its estate and the University supports the [Trans Rights are Human Rights](#) UK initiative. We believe that equality, diversity and inclusion is everyone's business and aim to provide a friendly and supportive environment for all who work, study and visit the School of Life Sciences.

### 3. Job Description and Person Specification

#### CORE JOB DESCRIPTION

<b>Job Title:</b>	Senior Lecturer in Biochemistry and Biomedicine
<b>Grade:</b>	Senior Lecturer (Research & Education focussed), Grade 9
<b>School:</b>	School of Life Sciences
<b>Location:</b>	John Maynard Smith building
<b>Responsible to:</b>	Head of School
<b>Direct reports:</b>	n/a
<b>Key contacts:</b>	Students, other members of Faculty within the School and University, School Officers, academics in the field in other institutions.
<b>Role description:</b>	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.

---

#### 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 Establish successful individual and/or collaborative research and/or knowledge exchange activities and projects.

4.2 Apply for and attract external funding.

4.3 Regularly publish high quality research articles.

4.4 Convene modules and deliver lectures, seminars and workshops across all levels of our undergraduate degrees and at masters level (as required) in areas including cell regulation and cancer, cell signalling and/or bacteriology, virology and epidemiology.

4.5 Contribute to practical laboratory teaching.

4.6 Supervise undergraduate and Masters level projects (laboratory and literature-based).

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.

### **ESSENTIAL ROLE-SPECIFIC CRITERIA**

1. Knowledge of Equality, Diversity and Inclusion challenges in Higher Education.
2. Collegiate and supportive attitudes and behaviours when working with staff and students.

## DESIRABLE CRITERIA

1. A recognised higher education teaching qualification.

## CORE JOB DESCRIPTION

<b>Job Title:</b>	Lecturer in Biochemistry and Biomedicine
<b>Grade:</b>	Lecturer B (Research & Education focussed), Grade 8
<b>School:</b>	School of Life Sciences
<b>Location:</b>	John Maynard Smith Building
<b>Responsible to:</b>	Head of School
<b>Direct reports:</b>	n/a
<b>Key contacts:</b>	Students, other members of Faculty within the School and University, School Officers, academics in the field in other institutions.

<b>Role Description</b>	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.
-------------------------	--

---

## 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 Establish successful individual and/or collaborative research and/or knowledge exchange activities and projects.

4.2 Apply for and attract external funding.

- 4.3 Regularly publish high quality research articles.
- 4.4 Convene modules and deliver lectures, seminars and workshops across all levels of our undergraduate degrees and at masters level (as required) in areas including cell regulation and cancer, cell signalling and/or bacteriology, virology and epidemiology.
- 4.5 Contribute to practical laboratory teaching.
- 4.6 Supervise undergraduate and Masters level projects (laboratory and literature-based).

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.

### **ESSENTIAL ROLE-SPECIFIC CRITERIA**

1. Knowledge of Equality, Diversity and Inclusion challenges in Higher Education.
2. Collegiate and supportive attitudes and behaviours when working with staff and students.

### **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.