Academic Fellowship (Grade 7/8) 3 Posts
School of Biological Sciences

Closing date: 24 October 2019
Interview date: To Be Confirmed
Reference number: SBS070R
Introduction

The School of Biological is a vibrant and dynamic centre, internationally renowned for excellence both in teaching and research. Hosting over one hundred academic and research staff, 120 research students, 80 postgraduate taught students and 400 undergraduates; it is a close knit and friendly community. Based on the main campus at Kings College, the School also has facilities at the Cromarty Lighthouse, a field station at Bettyhill and a presence at the National Decommissioning Centre at Newburgh.

The School is proud of its legacy in delivering research led teaching in fields that include; Biology, Marine Biology, Zoology and Environmental Science. Teaching, training and research in the field highlight the locational advantage of Aberdeen.

The School’s research portfolio is based on four pillars; Evolution, Ecology, Environment and Physiology and investigators are able to and are incentivised to work across these units. This leads to innovative science addressing local, national and international challenges. The School is partner in three Doctoral Training Partnerships (2 NERC funded – QUADRAT & SUPER and 1 BBSRC funded – EASTBIO) and is able to attract the highest quality research students.

The School has excellent molecular biology and analytical chemistry facilities, a Centre for Genome Enabled Biology and Medicine, a proteomics facility, FACS and Histology labs. The School also is home to a research aquarium (freshwater and marine); alongside a challenge facility and a zebrafish aquarium. There are extensive glasshouse research facilities to reflect a range of global climates.

In the last Research Assessment Exercise, the School was confirmed as one of the top UK institutions for research in the biological and environmental sciences. Over 55% of the School’s research activity was graded as being of world leading and internationally excellent in terms of originality, significance and rigour.

A key strength of the School is the breadth of coverage. For example, the pillar of Ecology includes Ocean Biology, Population Ecology, Community Ecology and Conservation Ecology. Physiological areas include Mammalian, Fish and Parasite host interactions. The Environmental pillar includes Plant/Soil/Microbial interactions and Environmental Change. A great deal of research operates alongside stakeholder and we cooperate closely with the James Hutton Institute, Marine Scotland Science, Various CEH stakeholders as well as other government agencies, charities and commercial companies. These organisations are all active members of our DTP.
Job description

Main purpose of the role:

We are looking to appoint three Academic Fellows (Research). These posts will develop into tenured track (Teaching and Research) posts following successful completion of probation. Candidates are not expected to develop a single research theme instead they will be required to explain and justify their research ambitions and how these will be realised. Candidates should have a good working knowledge of the UK funding landscape.

Applicants are encouraged to review the research within the School (www.abdn.ac.uk/sbs) and to explain how their research ambitions connect to the School. Successful candidates will be able to articulate these visions in the context of the current funding landscape. They should also be able to develop and enhance networks to deliver the highest quality research through the most effective funding system.

The fellowships will allow dedication of time for research and the development of research interests; while gaining access to our cutting-edge facilities.

The offer:

- Up to sixty months of independent research funding;
- Extensive career development and mentoring support;
- Competitive salary and promotion opportunities;
- Linking of Academic Fellows to an established permanent academic post subject to performance against a quality threshold and continued right to work in the UK;
- Research Network Support;
- Relocation Expenses;

The requirements

- Candidates will be capable of a very competitive submission in REF 2021;
- Candidates will have experience and ideally some success in competitive grant earning;
- Experience of research supervision;
- Willingness in the future to contribute and to develop competitive and innovative curriculum at all levels;

Key responsibilities:

Academic Fellowship

- Submission of competitive research grants to research funders in the UK, Europe and internationally within the area of biological sciences;
- Integrate with research teams within the school;
- Enhance the research output of the school and meet the criteria for REF2021;
- Ability to network locally, nationally and internationally across defined research discipline;
- Develop an active research group based in Aberdeen;
- Supervise PGR students and facilitate in innovative and research led UG and PG student projects;
- Be actively engaged in research-led pedagogic activities of the school
Candidate background

Applications are invited from candidates who can demonstrate an excellent research profile, as evidenced by publications in leading academic conferences and journals. Candidates will also have the potential for sustaining a funded research programme at the University of Aberdeen. Candidates will also be expected to develop into a teaching and research tenured position subject to performance against a quality threshold and continued right to work in the UK.

Terms of appointment

For appointments at Research Fellow, Grade 7, salary will be at the appropriate point on the Grade 7 salary scale (£41,526 - £51,034 per annum) and negotiable with placement according to qualifications and experience.

For appointments at Senior Research Fellow, Grade 8, salary will be at the appropriate point on the Grade 8 salary scale (£52,559 - £59,135 per annum) and negotiable with placement according to qualifications and experience.

Applications are invited from candidates wishing to consider flexible working.

Should you require a visa to undertake paid employment in the UK you will be required to fulfil the minimum points criteria to be granted a Certificate of Sponsorship and Tier 2 visa. The minimum salary threshold to be granted a Certificate of Sponsorship for this post is £29,000 per annum. As appropriate, at the time an offer of appointment is made you will be asked to demonstrate that you fulfil the criteria in respect of qualifications and competency in English. Please do not hesitate to contact Marian Elliott-Jones, HR Adviser on +44 (0)1224 273757 or email m.elliott-jones@abdn.ac.uk for further information.

Any appointment will be made subject to satisfactory references and a probation period.

For further information on various staff benefits and policies please visit www.abdn.ac.uk/staffnet/working-here
## Person specification

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<th>Education/Qualifications</th>
<th>Essential</th>
<th>Desirable</th>
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<tr>
<td>Academic, technical and professional education and training</td>
<td>- PhD in a discipline relevant to Biological Sciences</td>
<td>- Compatibility of research with priority research areas of the School.</td>
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<td>Work and Other relevant experience (including training)</td>
<td>- Record of publications in leading international journals (commensurate with career stage).</td>
<td>- Experience of presenting at national and international conferences, and similar events.</td>
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<td>eg Specialist knowledge, levels of experience, supervisory experience, research</td>
<td>- Strong research profile with ability to develop and lead research projects (commensurate with career stage).</td>
<td>- Experience of Doctoral Training Partnerships.</td>
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<td>- Demonstrable potential to carry out leading research in specialist area.</td>
<td>- Innovative and engaged supervisor of UG and PG projects.</td>
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<td>- Record of or evidence-based potential for securing funding to support research.</td>
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<td>- Ability to provide supervision to doctoral students.</td>
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<th>Personal qualities and abilities</th>
<th>Essential</th>
<th>Desirable</th>
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<td>eg initiative, leadership, ability to work on own or with others, communication skills</td>
<td>- Work within existing research groupings of the school</td>
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<td>Other</td>
<td>- Willingness and flexibility to respond to demands of the role.</td>
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<td>eg special circumstances (if any) appropriate to the role such as unsocial hours, travelling, Gaelic language requirements etc.</td>
<td>- Willing to travel nationally and internationally in support of teaching and research.</td>
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<td>- Ongoing commitment to personal career development.</td>
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The University

Founded in 1495, Aberdeen is Scotland’s third oldest University and the fifth oldest in the UK. Ranked within the world top 160 in the Times Higher Education Rankings 2019 and named Scottish University of the Year in the Times and Sunday Times Good University Guide 2019. Aberdeen is ‘open to all and dedicated to the pursuit of truth in the service of others’.

Aberdeen is a broad based, research intensive University, which puts students at the head of everything it does. It has significant academic strengths and potential across a wide variety of disciplines. Outstanding in a wide range of discipline areas, Aberdeen has also been credited for its international reach and its commercialisation of research ideas into spin out companies.

The University has over 14,000 matriculated students and 3,600 staff representing 130 nationalities. We encourage bold thinking, creativity and innovation and we nurture ambition with many opportunities for professional and personal development in an inclusive learning environment which challenges, inspires and helps every individual to reach their full potential.

The University combines a distinguished heritage with a forward looking attitude. In the past few years, the University has encouraged creativity in its academic staff, broken new ground with an innovative curriculum, and developed state-of-the-art facilities including the new Sir Duncan Rice Library and the Aberdeen Sports Village and Aquatics Centre. In looking to the future, the University seeks to enhance its reputation as one of the world’s leading Universities by moving forward with ever more ground breaking research; ensuring students have an intellectual and social experience second to none; and capitalising upon the dual role as one of the major institutions of the north and as a cornerstone of regional economic and cultural life.
The city and the region

Aberdeen and Aberdeenshire

With a population of approximately 230,000, the city stands between the Rivers Dee and Don. This historic city has many architectural splendours and the use of its sparkling local granite has earned Aberdeen the name of the Silver City. Recognised as the oil capital of Europe, Aberdeen nevertheless retains its old-fashioned charm and character making it an attractive place in which to live.

Aberdeen enjoys excellent communication services with other European cities - e.g. flying time to London is just over one hour with regular daily flights. There are direct air links to London (City, Gatwick, Heathrow, and Luton), Manchester, Birmingham, Leeds, Southampton, Belfast and East Midlands within the U.K. There are also flights to international hub airports: Amsterdam (Schiphol), Paris (Charles De-Gaulle) as well as flights to other European destinations. http://www.aberdeenairport.com Road and rail links are also well developed.

The Grampian Region which took its name from the Grampian Mountains has a population of approximately 545,000. It is made up of five districts – Aberdeen, Banff & Buchan, Gordon, Kincardine & Deeside and Moray. The city and the surrounding countryside provide a variety of urban, sea-side and country pursuits. Aberdeen has first class amenities including His Majesty's Theatre, Music Hall, Art Gallery, the Aberdeen Exhibition Centre, Museums, and Beach Leisure centre. Within a short time, beach pursuits, equine activities, salmon, trout and sea fishing, hill-walking, mountaineering, golf, sailing, surfing and windsurfing can be reached. The city and the surrounding countryside are repeatedly given high ratings for quality of life in surveys.

Aberdeenshire is one of Scotland's most appealing regions. Royal Deeside and the Cairngorms National Park are within easy access of the city, and there are a variety of towns and villages scattered along the coastline.

Aberdeen and Aberdeenshire cater for a wide range of tastes in sporting and cultural activities.

To find out more about Aberdeen and Aberdeenshire go to www.visitabdn.com
How to apply

Online application forms are available at [www.abdn.ac.uk/jobs](http://www.abdn.ac.uk/jobs)

The closing date for receipt of applications is 24 October 2019

Should you wish to make an informal enquiry please contact
Professor Graeme Paton, Head of School/Section
01224 273834
[sbsrecruitment@abdn.ac.uk](mailto:sbsrecruitment@abdn.ac.uk)

or

Dr. Sandra Telfer, Senior Research Fellow
01224 273603
[sbsrecruitment@abdn.ac.uk](mailto:sbsrecruitment@abdn.ac.uk)

Please do not send application forms or CVs to Professor Paton or Dr Telfer

Please quote reference number SBS070R on all correspondence.

*The School of Biological Sciences welcomes a diverse working environment and recognises the benefits this can bring. The School is keen to receive applications from individuals from across all of the equality protected characteristics (race, gender, disability, gender reassignment, age, sexual orientation, religion/belief, pregnancy/maternity, marriage/civil partnership).*

*The University supports opportunities for flexible working for a range of reasons and has policies in place to facilitate this. The policies can be found here:*

[https://www.abdn.ac.uk/staffnet/working-here/flexible-working--5607.php](https://www.abdn.ac.uk/staffnet/working-here/flexible-working--5607.php)

*The University’s commitment to gender equality has been recognised through the achievement of an Athena SWAN Bronze award. The University is also a Stonewall Diversity Champion to further LGBT equality and a Disability Committed Employer recognising our commitment to supporting disabled staff and students.*