Lecturer/ Senior Lecturer/ Reader in Geography and Environment
School of Geosciences

Closing date: 21 November 2019
Interview date: TBC
Reference number: GEO381A
Introduction

We wish to make three appointments, at Lecturer/Senior Lecturer/Reader level, as part of our ongoing programme to expand Geography. We are seeking Human Geographers who will enhance our research strengths, in existing or new research areas. Applications are encouraged from those whose interests reflect contemporary, critical perspectives in Human Geography and individuals with expertise in quantitative methods and their application. The new appointees will teach on undergraduate and taught postgraduate programmes, undertake research and contribute to administration within the discipline and/or School.

Geography and Environment is one of three disciplines within the School of Geosciences, one of the top academic units of its type in the UK. The School includes 45 academic staff and 15 research fellows who work within Archaeology, Geography and Geology covering areas as diverse as the deep subsurface, the northern Picts and sustainable rural communities. As we transition to a greener future the School is well positioned to lead research that builds on our world-leading geographical expertise to pursue new research in, for example, energy, water resources and the green economy.

Further information about Geography and Environment and links to academic staff web pages is available at https://www.abdn.ac.uk/geosciences/departments/geography-environment/index.php

Research in Geography and Environment

Our research includes strong sub-groups in Human and Physical Geography.

Human Geography research at the University of Aberdeen is currently centred around the theme of Smart Sustainable Futures, with particular emphasis on the Green Economy and Rural Sustainability. Our programme of expansion in Human Geography provides an opportunity to further develop these key strengths, for example green transitions in food, tourism, energy and marine industries and process, and the patterns and outcomes of community and land use management change in contemporary rural areas. Our vision is to build successful and vibrant research collaborations which identify theoretical insights and practical pathways to enhance environmental, social and economic wellbeing through high quality, impactful research.

Research in Physical Geography is focused on the reconstruction of long-term changes to environment, landscape and climate, cryosphere and hydrology.

Teaching and learning in Geography and Environment.

We offer MA and BSc undergraduate degree programmes, completed over four years. Students have the option of taking a broad mix of Geography courses or to specialise in either Human or Physical Geography. A sizable minority of undergraduates opt to take a Joint Honours degree. A research led teaching approach allows staff to introduce taught content aligned with their research interests at all levels of the undergraduate programme. Our
Honours programme is structured such that the focus in Year 3 is upon skills, techniques and key concepts in the discipline and, in Year 4, option courses allow students to specialise in areas that align with our research strengths.

Three taught postgraduate degrees, all with growing student numbers, are offered by Geography and Environment. The MSc in Geographical Information Systems (GIS) is a long-established course that is currently expanding and includes a Distance Learning pathway. The programme delivers training in techniques and tools for acquiring, storing, processing, classifying, analysing and visualizing spatially referenced data, and their application to physical, environmental and social challenges. The MSc programme in Environmental Partnership Management (EPM) focuses on the creation of partnerships for sustainability under the SDGs, training the next generation of leaders in social and environmental innovation and environmental enterprises in the green economy. The Masters in Land Economy Rural Surveying and Rural Property Management (MLE) is a fast track ‘conversion’ programme for graduates seeking entry to the Rural Professional Group of the Royal Institution of Chartered Surveyors. It is the only programme of its kind in Scotland. Students develop expertise in rural land management, rural planning and development, land and property law, rural and environmental economics and valuation within the context of land-based industries.

The discipline is home to a vibrant research postgraduate community and our research students take advantage of our membership of the ESRC funded Scottish Graduate School of Social Science Doctoral Training Partnership and the NERC funded QUADRAT DTP, a collaboration involving the University of Aberdeen and Queen’s University Belfast.

The successful applicants will have an outstanding emerging, or existing, research profile that sits within the Smart Sustainable Futures research theme. They will be expected to generate research income and high quality research outputs. They will be required to engage in student recruitment activities to attract home, EU, and international students at undergraduate, taught and research postgraduate levels. We welcome applications from candidates who can demonstrate excellence in, and a commitment to, designing and delivering the highest quality teaching. We are seeking applications from candidates whose research brings something new, aligns with or complements our existing strengths. Demonstrable engagement with UKRI challenge-orientated research will be advantageous.

**An inclusive working environment**

The School and the University are committed to promoting and maintaining an inclusive and supportive working environment that assists all members of our University community to reach their full potential. Diversity brings strength and we welcome applications from all genders and protected characteristics across the international, national and regional communities that we work with and serve.
Job description

Main purpose of the roles:
The appointees will be expected to contribute to research, teaching and administrative activities. With a PhD and ideally postdoctoral experience in Human Geography or a cognate discipline, the successful applicants will demonstrate evidence of active and successful research through publications. Applicants will have a proven or emerging track record of attracting external research funding and managing research projects (commensurate with the level of appointment) which may demonstrate an aptitude for engaging in and/or leading interdisciplinary research. The appointees will have demonstrable expertise in at least one of the following areas: GIS; quantitative methods and their application; contemporary, critical perspectives in Human Geography. They will be expected to deploy these skills in undergraduate and postgraduate teaching. Demonstrable engagement with UKRI challenge-orientated research will be advantageous. Applicants who can expand our existing successful interdisciplinary collaborations across the School of Geosciences and elsewhere within the University are welcomed.

Key responsibilities:

Lecturer/ Senior Lecturer/ Reader in Human Geography

- Pursue an independent research agenda aligned with the Smart Sustainable Futures theme, securing external funding to support research activities.
- Generate high quality research outputs to contribute to the University REF return.
- Attract and supervise postgraduate research students.
- Contribute to core and optional courses at undergraduate and taught postgraduate levels.
- Undertake discipline/School related academic administrative activities as required.

At a glance

Salary:
Lecturer: £41,526 - £49,552.
Senior Lecturer/ Reader: £52,559 – £59,135

Hours of work:
Full-time

Contract type:
Substantive
Candidate background

The successful candidate will have the following skills and experience:

- A PhD in Human Geography or cognate discipline. Research expertise that may provide the department with an opportunity to develop a new research area or will align with/complement existing strengths.
- An established track record in publication and securing external funding (commensurate with level of appointment)
- Have expertise in at least one of the following: GIS; quantitative methods and their application; contemporary, critical perspectives;
- Ability to work well as a part of a team in teaching, administration and research contexts
- Excellent communication and presentation skills that can inspire students, colleagues and members of the public
- IT skills required to support research, teaching and administration activities

Applications from women and individuals from protected characteristic groups currently under-represented in the School are particularly welcome.

Your application must include:

- Cover letter which demonstrates:
  - how you align with the essential and desirable attributes describe in the person specification section of the further particulars.
  - your ability to contribute to the School’s REF 2020 submission by listing their best papers (up to 5)
  - plans for your future research including funding streams
- CV
- A statement outlining your potential contribution to existing and/or new teaching and research activities within the Department, School and wider University (maximum one side of A4).
- Copies of up to 5 of published outputs you think could be your contribution to the School’s REF 2020 submission.
Terms of appointment

Appointment made at Lecturer level will be at the appropriate point on the Grade 7 salary scale (£41,526 - £49,552 per annum) and negotiable with placement according to qualifications and experience. Appointment made at Senior Lecturer or Reader level will be at the appropriate point on Grade 8 salary scale (£52,559 - £59,135 per annum) and negotiable with placement according to qualifications and experience.

Any appointment will be made subject to satisfactory references and a 3 year probation period.

For further information on various staff benefits and policies please visit [www.abdn.ac.uk/staffnet/working-here](http://www.abdn.ac.uk/staffnet/working-here)

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. 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 financial maintenance and competency in English. Please do not hesitate to contact Heather Clark, HR Adviser (Tel: +44 (0)1224 273244 or email h.m.clark@abdn.ac.uk) for further information.

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>A PhD in Human Geography or a cognate discipline</td>
<td>PG Certificate in Higher Education or international equivalent qualification</td>
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<td>Fellowship of the UK Higher Education Academy or equivalent</td>
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<th>Work and Other relevant experience (including training)</th>
<th>Essential</th>
<th>Desirable</th>
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<td>e.g. Specialist knowledge, levels of experience, supervisory experience, research</td>
<td>Ability to provide supervision to masters and doctoral students.</td>
<td>Experience of undertaking academic administrative activities.</td>
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<td>Experience in the design and development of taught courses at undergraduate and/or taught postgraduate level; experience of course administration (commensurate with level of appointment).</td>
<td>Track record of engagement or demonstrable willingness to engage with government, business and/or civil society organisations to further teaching activities and own research activities.</td>
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<td>Willingness to coordinate and lead the future development of individual courses delivered at undergraduate and/or taught postgraduate level</td>
<td>Experience in engaging with policy, industry and/or community stakeholders.</td>
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<td>Expertise which would facilitate participation in social science driven elements of the UKRI Global Challenges Research Fund agenda.</td>
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- Teaching experience at undergraduate and postgraduate levels.
- Record of publications in leading peer-reviewed international journals in a relevant subject area (commensurate with level of appointment).
- Strong research profile with ability to develop and lead research projects (commensurate with level of appointment).
- Experience of securing external research funding and managing research (commensurate with level of appointment).
- Demonstrable national/international research profile (commensurate with level of appointment).
- Expertise in ONE or more of the following: GIS; quantitative methods and their application; contemporary, critical perspectives

### Personal qualities and abilities

- Have excellent communication skills to support teaching and research activities.
- Be willing to contribute, professionally and otherwise, to the life of the Discipline, School and the University, and to relate well to colleagues and students.
- Provide research leadership in their specialist area.
- Be able to work independently and as part of teaching and research teams.
- Have the ability to present complex research concepts and findings to a variety of audiences using a range of different types of output.
- Be keen to pursue interdisciplinary, applied research that bridges the boundaries between academic research and societal needs.
- Participate in existing and establish new networks in order to develop strong relationships with partners and with academics and researchers from other institutions.

### Other

- Coordinate and/or participate in residential field courses to national and international destinations.
- If teaching and/or research dictates, be willing to work away from home and to work anti-social hours.

**e.g. initiative, leadership, ability to work on own or with others, communication skills**
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. Outstanding in a wide range of discipline areas, three quarters of University of Aberdeen-based research assessed through the UK’s Research Excellence Framework (REF14) is ‘world leading’ or ‘internationally excellent’. Aberdeen has also been credited for its international reach and its commercialisation of research ideas into spin out companies.

The University has over 14,500 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 that 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 University is currently constructing a new Science Teaching Hub, a £37m development that will open in 2021 and provide state of the art science teaching facilities including for students in Geosciences. This is part of a £100m investment in the estate on the King’s College campus. The University is also currently investing in 50 new academic posts as part of a strategic investment to strengthen further our research capacity and develop new areas of interdisciplinary research activity. In 2019 the University also entered into a partnership with Study Group to establish the University of Aberdeen International Study Centre as part of our strategy to grow international student recruitment. The University also has a strong and expanding portfolio of online programmes and courses, that is set to expand further in the coming years. Finally, in 2017 the University established a very successful campus in Qatar, and in 2019 announced plans for a £100m expansion funded by our partners in the country. It is expected that the portfolio of programmes will develop strongly beyond the initial offering in Business and Management in the coming years.
The city and the region

Aberdeen and Aberdeenshire

Located on the North Sea coast, between the rivers Dee and Don, Aberdeen is Scotland's third largest city, with a population of approximately 230,000. It has many architectural splendours and the use of its sparkling local granite has earned it the name of the Silver City. Recognised as the energy capital of Europe, the city has the highest concentration of practising oil and gas industry professionals in the UK. The energy industry, two Higher Education Institution and large medical facilities draw a global workforce giving Aberdeen a cosmopolitan, international vibe that nevertheless retains old-fashioned charm and character. The city has first class cultural and leisure amenities including His Majesty's Theatre, Music Hall, Art Gallery, the Aberdeen Exhibition and Conference Centre, Science Centre, Museums, and Beach Leisure centre.

Aberdeenshire is one of the country's most appealing regions. Royal Deeside, the Grampian Mountains, numerous scenic coastal areas and the Cairngorms National Park are within easy access of the city. Many towns and villages with their own distinctive character are scattered along the coastline and interior. Aberdeenshire's population is approximately 260,000. The city and the surrounding countryside provide a variety of urban, sea-side and outdoor pursuits such as fishing, hill-walking, skiing, mountaineering, mountain biking and road cycling, golf, sailing, surfing and windsurfing. The local climate is one of its best-kept secrets, with an annual rainfall amongst the lowest in the UK. The city and the surrounding countryside are repeatedly ranked highly in UK-wide quality of life surveys. All in all, Aberdeen and Aberdeenshire cater for a wide range of tastes in sporting and cultural activities.

Aberdeen has good road and rail links, including daily sleeper services to London. There are direct air links with numerous UK cities and with major international hubs and destinations elsewhere in Europe.

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

The closing date for receipt of applications is 21 November 2019

Should you wish to make an informal enquiry please contact

Professor Brice Rea,
01224 272339
b.rea@abdn.ac.uk

Dr Lorna Philip, Deputy Head of School of Geosciences
01224 272358
l.philip@abdn.ac.uk

Please do not send application forms or CVs to Professor Rea or to Dr Philip

Please quote reference number GEO381A on all correspondence

The University pursues a policy of equal opportunities in the appointment and promotion of staff.