Senior Clinical Lecturer in Restorative Dentistry
or one of the restorative mono-specialities.

INSTITUTE OF DENTISTRY, SCHOOL OF MEDICINE, MEDICAL SCIENCES & NUTRITION

Closing date: 08 January 2023
Interview date: To Be Confirmed
Reference number: DEN036A
Applications are invited from suitably qualified dental surgeons, fully registered with the General Dental Council with significant experience in Restorative Dentistry (or one of the Restorative mono-specialties). You should have sound experience of teaching and administration in a dental school setting. You will contribute to academic leadership within the Institute and to teaching and research within Restorative Dentistry. The post is based in the Institute of Dentistry, part of the School of Medicine, Medical Sciences and Nutrition. The post holder will therefore be part of a team with an international reputation in dental education, scholarship and research.

Applications are sought from both non-Consultant and Consultant level applicants. An honorary NHS contract will be applied for at the most suitable level, depending on the successful applicant.

This dental school in the Grampian Region of Scotland was established to help provide a suitably qualified dental workforce, not only in relation to the country’s needs, but particularly in relation to the dental needs of the population in the north of Scotland. The role offers excellent opportunities for research in laboratory sciences, health services or education with excellent facilities and a supportive culture provided by the School of Medicine, Medical Sciences and Nutrition and within the wider university setting. The Institute of Dentistry is proud of its position leading the Guardian League Tables of UK Dental Schools in 2020 and 2021 reflecting its student-centred approach.

**JOB DESCRIPTION**

**MAIN PURPOSE OF THE ROLE:**

The post holder will play a role in the development of not only Restorative teaching but also in the broad academic development of the Institute of Dentistry, including research.

The Institute delivers a graduate-entry Bachelor of Dental Surgery degree programme: participants are exempt from the first year of the BDS programme by virtue of possessing a science-related degree. The graduate entry programme is therefore completed over four years.

The Institute further wishes to develop a portfolio of postgraduate opportunities and the post-holder will contribute to the recently established MSc programme in Advanced Restorative Dental Practice. The Institute is the sole provider in Scotland of education and training in dental technology offering a blended learning programme leading to a Diploma in Higher Education (DipHe).

An indicative job plan for a Consultant level appointment is shown below:

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<th>AM</th>
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<tr>
<td>Monday</td>
<td>Institute Leadership Role (IoD)</td>
<td>NHS Service</td>
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<tr>
<td>Tuesday</td>
<td>Research / Teaching</td>
<td>Research/ Administration</td>
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<td>Wednesday</td>
<td>UG Teaching Clinic</td>
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<td>Thursday</td>
<td>UG Teaching Clinic</td>
<td>UG Teaching Clinic)</td>
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<tr>
<td>Friday</td>
<td>Restorative Dentistry Teaching / Development</td>
<td>NHS Service</td>
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One Academic EPA will also be paid, where this is agreed with the post-holders.
KEY RESPONSIBILITIES:

- You will be expected to contribute to the strategic direction and development of the Institute of Dentistry whilst providing a focus for the development and delivery of education and training in Restorative Dentistry for the BDS degree, our taught postgraduate programmes and dental technology.
- You will also be expected to undertake appropriate management and leadership roles commensurate with your academic level and experience.
- In addition to teaching activities, you will also be encouraged to be involved in research/knowledge exchange to support existing research themes.
- You will also be expected to carry out clinical duties in line with an agreed job plan, working closely with clinical colleagues including the Clinical Lead for Restorative Dentistry and the Clinical Lead of the Aberdeen Dental Hospital.
- You will work collaboratively with Clinical colleagues in Restorative Dentistry within the Aberdeen Dental Hospital to optimise the learning experience for students of dentistry of the University of Aberdeen and the care of patients.
- You will liaise with colleagues in similar roles in other UK Dental Schools, and with colleagues responsible for staff development in postgraduate dental education, to develop a co-ordinated and consistent approach.
- You will provide leadership and develop ideas for dental research, including collaboration and research supervision with other schools.
- You will collaborate in and lead grant applications for dental research, publish in peer-reviewed, impact-factored journals.
- You will balance the pressures of teaching, research and administrative demands and competing deadlines.

CANDIDATE BACKGROUND

Candidates will be enthusiastic and motivational dental surgeons, fully registered with the GDC, UK with significant experience in Restorative Dentistry.

You will possess demonstrable experience in dental education and be able to provide strong leadership and guidance within Restorative Dentistry for the Institute team, supporting the development of our more junior staff. You will play a key role in the ongoing development and delivery of our undergraduate programmes, most directly providing guidance and support within our graduate entry four-year taught BDS Degree. You will also have experience of the development and delivery of postgraduate education.
**TERMS OF APPOINTMENT**

Salary will be at the appropriate point on Clinical Scale for non-consultant Staff, £60,983 to £86,266 per annum with placement according to qualifications and experience.

For appointment at Consultant level salary will be at the appropriate point on the salary scale for clinical academics holding Honorary consultant status, £91,474 to £121,548 per annum with placement according to qualifications and experience.

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

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

This role is based in the UK and as such the successful candidate will be required to live and work in the UK.

Should you require a visa to undertake employment in the UK you will be required to fulfil the minimum points criteria to be granted a Certificate of Sponsorship under the requirements of the Skilled Worker visa. At the time an offer of appointment is made, you will be asked to demonstrate that you fulfil the criteria in respect of qualification and competency in English. For research and academic posts, we will consider eligibility under the Global Talent visa. Please do not hesitate to contact Grant Rae, HR Adviser (e-mail: grant.rae@abdn.ac.uk) for further information.

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**AT A GLANCE**

**SALARY:**
Non-Consultants: £60,983 to £86,266 per annum
Consultants: £91,474 to £121,548 per annum

**HOURS OF WORK:**
Full-Time (40 hours per week)

**CONTRACT TYPE:**
Substantive

**LOCATION:**
Aberdeen
## Person Specification (Non-Consultant Appointment)

<table>
<thead>
<tr>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
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<tbody>
<tr>
<td><strong>Education/Qualifications</strong>&lt;br&gt;Academic, technical and professional education and training</td>
<td>• Suitably qualified dental surgeon (BDS or equivalent)&lt;br&gt;• Fully registered with the GDC&lt;br&gt;• Higher research qualification (PhD) in a field applicable to the role&lt;br&gt;• Postgraduate clinical qualification in Restorative Dentistry (or one of the mono-specialties) e.g. MSc, MClInDent or significant clinical experience in Restorative Dentistry.</td>
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<tr>
<td><strong>Work and Other relevant experience (including training)</strong>&lt;br&gt;e.g. Specialist knowledge, levels of experience, supervisory experience, research</td>
<td>• Evidence of dissemination of high-quality research, nationally and/or internationally&lt;br&gt;• Extensive experience of teaching and administration in a dental school environment&lt;br&gt;• Proven track record in the development of innovative teaching programmes and in assessment&lt;br&gt;• Ability to take responsibility for delivery and management of the undergraduate curriculum in Restorative Dentistry, Integrated Oral Care and other related areas&lt;br&gt;• Experience and ability to strengthen collaborative teaching with clinical and non-clinical colleagues in the University and NHS</td>
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<tr>
<td><strong>Personal qualities and abilities</strong>&lt;br&gt;e.g. initiative, leadership, ability to work on own or with others, communication skills</td>
<td>• Observance of gender equality and race equality policies&lt;br&gt;• Proven academic leadership experience&lt;br&gt;• Ability to engage with clinical colleagues and develop integrated teaching and research&lt;br&gt;• Imaginative and progressive approach including the ability to use a range of delivery techniques to enthuse, engage and support the</td>
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### ESSENTIAL

- Development of students or staff at the right level as appropriate
- Ability to work independently as well as within the wider team to meet goals
- Excellent communication skills, able to communicate with senior colleagues in the University and NHS Boards, students and research participants
- Ability to respond quickly and appropriately to new developments and opportunities (e.g. calls for research funding).
- Willingness to engage in continuous professional development.

### DESIRABLE

- The Institute makes extensive use of video conferencing for discussions, meetings and teaching and there may be some travel to work directly with the teaching teams outside Aberdeen which would be expected several times per year. This may require overnight stays.
- Highest ethical and professional standards in research, education, and clinical practice with a flexible attitude to collegiate working.

### Other

e.g. special circumstances (if any) appropriate to the role such as unsocial hours, travelling, Gaelic language requirements etc.
## PERSON SPECIFICATION (CONSULTANT APPOINTMENT)

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<td>Academic, technical and</td>
<td>• Suitably qualified dental surgeon (BDS or equivalent)</td>
<td>• Holder of FHEA (or equivalent)</td>
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<td>professional education</td>
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<td>• Higher research qualification (PhD) in a field applicable to the role</td>
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<td>• Included in the GDC (UK) Specialist List for Restorative Dentistry or</td>
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<td>• Completion of appropriate CCST training or equivalent (or within 6</td>
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<td>months of their completion dates)</td>
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<td>• Fellowship in Dental Surgery or Membership of Faculty of Dental</td>
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<td>Surgery or equivalent</td>
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<td>• Further academic/ clinical qualifications e.g. MSc, MClInDent, a</td>
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<td>• Evidence of involvement in quality assurance (both internal and</td>
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<td>external) processes e.g. as External Examiner</td>
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<td>• Extensive experience of teaching and administration in a dental school</td>
<td>• Recognised independent research record in area of dental education or</td>
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<td>• Ability to engage with clinical colleagues and develop integrated</td>
<td>• Ability to prepare and co-write (with the potential of leading)</td>
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UNIVERSITY OF ABERDEEN

open to all and dedicated to the pursuit of truth in the service of others

The University of Aberdeen is a broad based, research intensive University, and we put students at the centre of everything we do. Outstanding in a wide range of discipline areas, Aberdeen is credited for its international reach and commercialisation of research ideas into spin out companies. The University has over 16,000 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 and inspires.

CURRENT CONTEXT

The University continues to uphold the principals of the foundational purpose. We remain committed to delivering positive change both locally and globally. We work together and with our partners in an interdisciplinary way, catalysing world-leading research in our areas of strength: Energy Transition; Social Inclusion and Cultural Diversity; Environment and Biodiversity; Data and Artificial Intelligence; and Health, Nutrition and Wellbeing. We are investing in our future and have committed £100m to upgrading our campus, including the new fully digitised Science Teaching Hub, the regeneration of the historic King’s Quarter and a new Business School building. Our commitment to our students, campus and community has led to us being named a Top 20 UK institution in two major league tables¹ and 4th in the UK for overall student satisfaction².

¹ The Times and Sunday Times Good University Guide 2023 and the Guardian University Guide 2023
² National Student Survey (NSS) 2022
ABERDEEN 2040

On our 525th anniversary as a University we launched Aberdeen 2040, our strategic vision for the next 20 years. Four strategic themes will shape our learning and discovery, underlined by 20 commitments we have made against each theme:

- **Inclusive**
  We welcome students, staff and partners from all backgrounds, organisations and communities. We value diversity.

- **Interdisciplinary**
  We innovate in education and research by generating, sharing and applying new kinds of knowledge. We learn together.

- **International**
  We connect with others and extend our networks and partnerships around the world. We think across borders.

- **Sustainable**
  We understand and nurture our environment, and take care of our resources, including our people and finances.
  
  We work responsibly.

**OUR EDUCATION**

Recognised as the Scottish University of the Year in the Times and Sunday Times Good University Guide 2019, we remain true to our roots as an ancient Scottish university, combining breadth and depth in our degree programmes and drawing strength from the quality of our research. Our flexible curriculum encourages students to grow as independent learners and therefore to thrive as graduates in the diverse workplaces of the future. Our education is open to all and we are setting ambitious targets to further widen access.

**OUR RESEARCH**

Researchers at the University of Aberdeen have been at the forefront of innovation and excellence throughout the centuries, generating insights in medicine, science, engineering, law, social sciences, arts and humanities. This research has contributed to five Nobel prizes as well as other awards such as the Queen’s Anniversary prize. Our research is intellectually rigorous working within our established areas of excellence as well as new methods of enquiry. We will continue to generate new knowledge addressing economic and societal issues with ambition and imagination, ensuring that it is globally excellent and locally relevant.
INTERNATIONAL
Aberdeen is increasing its international presence, positioning the University as a global organisation and building on established global partnerships around the world, including Qatar, China, North America, Europe. We feature in the top 50 institutions worldwide for international students.¹

IMPACT
In 2020 the University signed the United Nations Sustainable Development Goals accord, solidifying our commitment to developing the world in a sustainable way. In 2022 we were listed in the global Top 100 for 8 of these goals.⁴

Our highly cited work in zero-carbon technology and global outlooks makes us Scotland’s best institution for environmental research.⁵

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¹ Times Higher Education World University Rankings 2021
⁴ Times Higher Education Impact Rankings 2022
⁵ QS World University Rankings 2022
THE SCHOOL OF MEDICINE, MEDICAL SCIENCES AND NUTRITION

The School (https://www.abdn.ac.uk/smmsn/index.php) encompasses all of the disciplines that underpin today’s medicine, including biomedical sciences, health sciences, nutrition and medical, medical science and dental education and these are organised into five Institutes. The largest school in the University, the SMMSN has five Institutes: the Institute of Medical Sciences (IMS), the Institute of Applied Health Sciences (IAHS), the Rowett Institute, the Institute of Education in Healthcare and Medical Sciences (IEHMS) and the Institute of Dentistry, comprising all of our undergraduate and postgraduate programmes and our own graduate entry Dental School.

Staff are line managed and research opportunities are supported through our institutes which work together in an integrated and coordinated way to deliver research and teaching across the School, details of which can be found on their websites as below.

- The Institute of Applied Health Sciences https://www.abdn.ac.uk/iahs/
- The Institute of Medical Sciences http://www.abdn.ac.uk/ims/
- The Rowett Institute http://www.abdn.ac.uk/rowett/
- The Institute of Education in Healthcare and Medical Sciences https://www.abdn.ac.uk/IEHMS/
- The Institute of Dentistry https://www.abdn.ac.uk/dental/ https://www.abdn.ac.uk/dental/

Within the IMS, our scientists are working towards the creation of effective therapies for patients with a range of debilitating and life-threatening conditions. Current research areas include: arthritis and musculoskeletal medicine; cell developmental and cancer biology; immunity, infection and inflammation; metabolic and cardiovascular health; microbiology and translational neuroscience.

Within the IAHS, research is focused on improving health and health care delivery. It is home to a multidisciplinary grouping of around 100 university academic staff who conduct population and clinically-orientated health research and hosts the Health Services Research Unit (HSRU) and Health Economics Research Unit (HERU), both funded by the Chief Scientist’s Office (CSO) of the Scottish Government.

As well as being the organisational home to the teaching scholarship staff and responsible for oversight of the UG and PGT programmes offered by the School, the IEHMS promotes and supports excellence in medical education through research and development, with a focus on conceptually and theoretically robust research and development which has strong potential for reaching international recognition. The highly regarded University of Aberdeen MBChB programme and several postgraduate programmes including a Masters in Clinical Education are delivered by IEHMS.

The Dental Institute runs an undergraduate BDS programme and a growing suite of masters programmes for professional development.

We have a number of specialist Centres representing areas of particular research strength and capacity within the School all of which are willing to support colleagues on projects in their areas. More information is available at the following websites.
The Centre for Healthcare Education Research and Innovation (https://www.abdn.ac.uk/cheri/)
The Centre for Health Data Science (https://www.abdn.ac.uk/achds/)
The Aberdeen Cardiovascular & Diabetes Centre (https://www.abdn.ac.uk/acdc/) and
The Aberdeen Centre for Arthritis and Musculoskeletal Health (https://www.abdn.ac.uk/acamh/)

The School is home to over 800 staff and 2000fte students. It is located on the Foresterhill site, shared with our main clinical partner, NHS Grampian, with whom we work in close collaboration at primary and secondary care levels.

This is one of the largest integrated healthcare delivery, training and research sites in Europe and has rich assets including state-of-the-art academic (research and teaching) and clinical buildings. Excellent infrastructure is also provided through core facilities for biomedical science including flow cytometry, proteomics, microscopy and genome sequencing, support for data health science projects and clinical trials.

The last major academic capital development was the opening of the Rowett Institute, occupied in March 2016, whose staff undertakes nutrition research to help improve people’s lives through the prevention of ill-health and disease. Their new £40M building has provided the University of Aberdeen with a facility with unique capabilities for human nutrition and metabolic research.

NHS Grampian

NHS GRAMPIAN incorporates Aberdeen Royal Infirmary, Royal Aberdeen Children’s Hospital and Aberdeen Maternity Hospital and the Aberdeen Dental Hospital on the Foresterhill site, together with the adjacent Royal Cornhill Hospital. Together these form one of the largest single site teaching hospitals in Europe. Other sites include Woodend Hospital in Aberdeen and Dr Gray’s Hospital in Elgin, as well as terminal care facilities at Roxburghe House.

ABERDEEN ROYAL INFIRMARY (ARI), Foresterhill, has a complement of 922 beds and is situated to the north-west of Aberdeen city on the teaching hospital site with the Medical School of the University of Aberdeen. This is the principal adult acute hospital of the Grampian Area providing a complete range of medical and surgical specialities including General Medicine and allied specialities (Cardiology, Respiratory, Gastroenterology, Infectious Diseases, Neurology, Diabetes & Endocrinology, Haematology, Nephrology, Oncology, Dermatology, Blood Transfusion, Rheumatology and Geriatrics), General Surgery and allied specialities (Cardiothoracic, Vascular, Orthopaedics, Neurosurgery, Plastics, Dental, ENT, Burns, Transplantation, Ophthalmology), ITU, A & E, Radiotherapy and Anaesthetics. Aberdeen Royal Infirmary is also a major tertiary referral centre for the North and North East of Scotland in a number of specialities.

ROYAL ABERDEEN CHILDREN’S HOSPITAL is the major tertiary referral centre for children in the North-East Scotland. The new Royal Aberdeen Children’s Hospital (RACH) provides a comprehensive range of paediatric services. The facility, which opened on 25th January 2004, replaced the previous children’s hospital built in 1929 and is sited on the existing hospital campus with a direct bridge link to Aberdeen Royal Infirmary on the Foresterhill site. The Combined Child Health Service provides acute and community child health services across Grampian and to some children from Tayside, Highland, Orkney and Shetland. The Service was established in 1999 and provides all secondary and tertiary acute paediatric services.

ABERDEEN MATERNITY HOSPITAL is the tertiary referral centre for maternity care for North-East Scotland, in addition to a long history of delivering excellent clinical services, the hospital continues to have worldwide impact in developing and improving maternity care. Clinically based studies can benefit from the population-based Aberdeen Maternity and Neonatal Databank, which has prospectively recorded information about all Aberdeen city births for more than fifty years, and ongoing interests in fertility and aetiology of congenital malformations.
ABERDEEN AND ABERDEENSHIRE

Scotland’s third largest city, Aberdeen sits on the coast between the mountains of Aberdeenshire and the stunning North Sea coastline. The Aberdeen City region is a can-do place that is actively investing, at scale, in its future.

Renowned as a Global Energy Hub, Aberdeen is a vibrant, entrepreneurial region, home to a unique mix of business opportunities and specialist skills across various sectors including energy, technology, life sciences and food & drink. More than 20% of Scotland’s top businesses are located in this region which is taking great strides to ensure that it continues to compete on a world stage. Investments of more than £10 billion of public and private infrastructure is due to be delivered before 2030, marking an exciting time to be part of a genuine world-class location.

Built from sparkling local granite Aberdeen has earned the name of the Silver City. As the energy capital of Europe, Aberdeen nevertheless retains its old-fashioned charm and character making it an attractive place in which to live, work and study. Due to its global business and international energy industry credentials, Aberdeen is well served by local and national transport infrastructure with excellent rail networks that run both North and South of Scotland and the rest of the UK. It also acts as an international travel hub. Flying time to London is just over one hour with regular daily flights and serves international travel to European centres such as Amsterdam (Schiphol) and Paris (Charles de-Gaulle) as well as flights to other European destinations.

The City and the surrounding countryside provide a variety of urban, seaside and country attractions. Aberdeen has first class amenities including His Majesty’s Theatre, Music Hall, Art Gallery, the P&J Arena, Museums, and Beach Leisure Centre. The City is framed by its accessible beach front which is within a short walk of the city centre and there are an array of activities available across the region such as hill walking; mountaineering; sailing; surfing; salmon, trout and sea fishing; golf; sailing; surfing and windsurfing. The surrounding countryside, known as Aberdeenshire, is also 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.

The city and the surrounding area have ranked consistently highly in nationally recognised quality of life surveys, coming out top 10 as one of the best places to live in Scotland in 2020 in the annual Bank of Scotland survey.

To find our more visit www.visitabdn.com
EQUALITY AND DIVERSITY

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

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 at 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 at an institutional level and across all its subject areas. The University is also a Stonewall Diversity Champion to further LGBT+ equality.

The University is signed up to Advance HE’s Race Equality Charter, affirming the University’s commitment to the charter’s aim of improving the representation, progression and success of minority ethnic staff and students within higher education.

Candidates who are British Sign Language (BSL) users can contact us directly by using contact SCOTLAND-BSL.

The University is delighted to be accredited as a Disability Confident employer and strives to ensure that disabled staff and students have the opportunity to work and study in an inclusive, accessible and supportive environment.

www.abdn.ac.uk/staffnet/governance/equality-and-diversity-277

HOW TO APPLY

Online application forms are available at www.abdn.ac.uk/jobs

The closing date for receipt of applications is 08 January 2023

Should you wish to make an informal enquiry please contact:

Professor Khaled Khalaf, Director of the Institute of Dentistry
Khaled.khalaf@abdn.ac.uk

Please do not send application forms or CVs to Dr Khalaf.

Please quote reference number DEN036A on all correspondence