Lecturer in Marine Biology

School of Biological Sciences

Closing date: 09 January 2023
Interview date: 21 February 2023
Reference number: SBS119AX
INTRODUCTION

The School of Biological Sciences is an internationally renowned centre of excellence for both research and education. The School hosts over 50 academic PIs, 70 postdoctoral research fellows, 35 technical and administrative staff, 130 research students, 100 postgraduate taught students and 500 undergraduates. The School is based at the University’s main campus at Kings College, with a field station at the Cromarty Lighthouse. The School is a partner in three Doctoral Training Partnerships (2 NERC funded – QUADRAT and SUPER, and 1 BBSRC funded – EASTBIO) attracting the highest quality research students.

Marine Science research within the School cuts across our four main areas of research excellence – ecology, evolution, environment, and ecophysiology – to deliver innovative fundamental and applied science that addresses key environmental and societal challenges at local to global scales. There are more than 10 core academic staff members and their associated research groups directly involved in different aspects of marine research including fisheries management, marine spatial planning, marine biodiversity, deep-sea ecology and evolution, sediment biogeochemistry, mammalian energetics, population dynamics, developmental evolutionary biology, aquaculture and impacts of climate change and renewable energy development on marine systems. Current expertise covers a broad taxonomic range from microbes to marine top predators and from tropics to poles and intertidal to deep ocean. Many of the core aspects of marine research at Aberdeen involve how the ecosystem is being influenced by anthropogenic factors such as offshore energy developments and how these impact marine populations as well as interdisciplinary approaches to understand the relationships between multiple trophic levels, up through to social and economic effects. We are also uniquely situated on the North-East coast of Scotland where we have a long history of collaboration with Marine Science, the Scottish Fishermen’s Federation and with the nearby port of Peterhead with the highest whitefish landings in UK. We have strong national and international collaborations with marine sciences and are core members of Marine Alliance for Science and Technology for Scotland.

The School of Biological Sciences hosts excellent facilities for marine biology research including a state-of-the-art fresh and sea water aquarium, zebrafish facility and controlled temperature aquaria for invertebrates. We also have the Cromarty lighthouse which is a field centre specifically focusing on long term studies of marine mammal and seabird populations. Core facilities within the University of Aberdeen also include the Centre for Genome Enabled Biology and Medicine, an associated high performance computer cluster and a suite of analytical equipment.

JOB DESCRIPTION

MAIN PURPOSE OF THE ROLE:

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KEY RESPONSIBILITIES:

RESEARCH

• To conduct cutting-edge research in marine sciences.
• To prepare and submit manuscripts for publications in leading journals and presenting research at international conferences.
• To prepare and submit grant applications for external (e.g. UK-RI) research support.
• Take responsibility for the supervision and training of postgraduate research students.

TEACHING AND PROMOTION OF LEARNING

• To contribute to the design, development, delivery, assessment and administration of a broad range of existing and new undergraduate and taught postgraduate courses and programmes.

ADMINISTRATIVE AND SUPPORT

• To supervise students directly, providing a high standard of support and help. To identify the learning needs of students and defining learning objectives.
• To undertake department level administration, as determined by the Head of School and Academic Line Manager.
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 growing and sustaining a funded research programme at the University of Aberdeen.
**TERMS OF APPOINTMENT**

Salary will be at the appropriate point on Grade 7, £43,414 – 51,805 per annum, and negotiable 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](http://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.

The candidate appointed to this post may be eligible for homeworking on an occasional or regular basis. For more information please refer to our [Homeworking Policy](http://www.abdn.ac.uk/staffnet/working-here).

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 Lucy Redmayne, HR Adviser (e-mail: lucy.redmayne@abdn.ac.uk) for further information.

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**AT A GLANCE**

**SALARY:**
Grade 7
£43,414 - £51,805 per annum

**HOURS OF WORK:**
Full time: 37.5 hours per week

**CONTRACT TYPE:**
Substantive

**LOCATION:**
Aberdeen
# Person Specification

## Education/Qualifications

### Academic, technical and professional education and training

- **Essential**
  - Educated to PhD level

- **Desirable**
  - Teaching qualification such as FHEA

### Work and Other relevant experience (including training)

e.g. Specialist knowledge, levels of experience, supervisory experience, research

- Specialist knowledge of the biology or ecology of marine organisms or marine resources (e.g., fisheries), aspects of marine ecosystem management or genomics of marine organisms.
- Record of publications in leading international journals and presentations at conferences (commensurate with career stage).
- Strong research profile with ability to develop and lead research projects (commensurate with career stage).
- Demonstrable potential to carry out leading research in specialist area.
- Record of or evidence-based potential for securing funding to support research.
- Strong teaching profile with an ability to develop and deliver inspiring courses to both undergraduate and postgraduate students.
- Experience, or demonstrable potential, in the development of taught courses at undergraduate or postgraduate level, or equivalent experience (commensurate with career stage).
- Compatibility of research with priority research areas of the School.
- Experience of presenting at national and international conferences, and similar events.
- Experience of University teaching, supervision of students at undergraduate and postgraduate levels (commensurate with career stage).
- Experience in the administration of academic affairs or similar experience (commensurate with career stage).
- Experience with student recruitment, curriculum development or taught programme coordination.
- Experience with innovative approaches to research and teaching.
- Experience with use of a VLE for blended and online education.
- Experience of working in a multi-/trans-/inter-
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<th><strong>ESSENTIAL</strong></th>
<th><strong>DESIRABLE</strong></th>
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<td>• Ability to provide supervision to doctoral students.</td>
<td>disciplinary environment both for research and education</td>
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| Personal qualities and abilities  
e.g. initiative, leadership, ability to work on own or with others, communication skills | Personal qualities and abilities  
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<td>• Excellent written, oral and presentation skills.</td>
<td>• Ability to participate in appropriate national and international research networks.</td>
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<td>• Ability to think creatively and innovatively and impart enthusiasm for the subject.</td>
<td>• Ability and willingness to work in multidisciplinary environment.</td>
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<td>• Excellent organisational skills.</td>
<td>• Ability to engage in the process of student recruitment both directly and through social media.</td>
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<td>• Ability to balance the pressures of teaching, research and administrative demands and competing deadlines.</td>
<td>• An understanding of the education landscape and the opportunity for new products.</td>
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<td>• Excellent networking skills in order to develop strong relationships with external partners and with academics and researchers from other institutions.</td>
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<td>• Ability to contribute, professionally and otherwise, to the life of the School and the University, commensurate with career stage.</td>
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<td>• Demonstrable ability to work well as part of team.</td>
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<td>• Ability to work with minimum supervision and act on own initiative.</td>
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<td>• Commitment to personal development and updating of knowledge and skills.</td>
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| **Other**  
e.g. special circumstances (if any) appropriate to the role such as unsocial hours, travelling, Gaelic language requirements etc. | **Other**  
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<td>• Willingness and flexibility to respond to demands of the role.</td>
<td>• Willingness to deliver educational curriculum overseas</td>
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<td>• Willing to travel nationally and internationally in support of teaching and research.</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 tables\(^1\) and 4\(^{th}\) in the UK for overall student satisfaction\(^2\).

\(^1\) 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 students4.

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4 Times Higher Education World University Rankings 2021

Updated October 2022
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. Our highly cited work in zero-carbon technology and global outlooks makes us Scotland’s best institution for environmental research.
THE SCHOOL OF BIOLOGICAL SCIENCES

At the heart of the school is the delivery of world class research and education (https://www.abdn.ac.uk/sbs/)

There is clear evidence that we achieve this: the school delivers a substantial contribution to the institution’s international collaboration and high citation values; there is a high student satisfaction at UG and PGT level; the school meets and exceeds competitor benchmarks for research grant income and for publication output. The school is renowned as a centre that can combine theoretical science with end-user needs and applications and to engage with industry and stakeholders. This makes for compelling impact case studies.

The institution has invested £39.5 million into a Science Teaching Hub which will deliver world class science skills training and the school is seeking innovative educationalists to capitalise fully in this opportunity. The state of the art facility will transform the way in which STEM practical classes are delivered and is fully equipped and staffed to enable this. During lockdown delivery of curriculum was online and then hybrid so the school welcomes innovative approaches that enhance the student journey.

For the Research Excellence Framework, in recent years the school has submitted to Units of Assessment including 5 (Biological Sciences), and 7 (Earth Systems and Environmental Science). This means we continue to have close collaborative research strategies with other schools including Geosciences and Medicine, Medical Sciences and Nutrition.

We have a school management structure that is underpinned by the importance of transparency and evidence-led decision making. Health, safety and wellbeing are key components in our research, education and training.

We encourage, nurture and secure independent research fellows because they deliver the highest quality cutting-edge science. Some our most successful staff have come through this pathways and secured tenure of appointment.
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 out more visit www.visatabdn.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 09 January 2023

Should you wish to make an informal enquiry please contact:

Professor Graeme Paton, Head of School of Biological Sciences or
Professor Michelle Pinard, Director of Education, School of Biological Sciences

01224 273603
sbsrecruitment@abdn.ac.uk

Please do not send application forms or CVs to Professors Paton or Pinard

Please quote reference number SBS119AX on all correspondence

Updated October 2022