RESEARCH FELLOW IN LITHIC ANALYSIS
SCHOOL OF GEOSCIENCES (ARCHAEOLOGY)

Closing date: 31 October 2023
Interview date: To be confirmed
Reference number: GEO453R
INTRODUCTION

We are seeking a full-time Research Fellow in Lithic Analysis (and Palaeolithic-Mesolithic Archaeology) to join the team of major new UKRI-funded research project ‘People, Animals, Landscapes and Environments of Late Glacial Scotland’ (PALaEoScot), led by Professor Kate Britton. The post-holder will work closely with the PI (Prof. Kate Britton) and other team members and external specialists to identify, record and study Late Upper Palaeolithic lithics from collections held in Scotland and to undertake primary desk and/or field-based research in Late Upper Palaeolithic archaeology in Scotland.

JOB DESCRIPTION

MAIN PURPOSE OF THE ROLE:

The main purpose of this role is to identify, record and study Late Upper Palaeolithic lithics from collections held in Scotland and to undertake primary desk and/or field-based research in Late Upper Palaeolithic archaeology in Scotland. The post-holder will work closely with the PI (Prof. Kate Britton) and other team members and external specialists to help successfully meet the goals of the PALaEoScot project.

KEY RESPONSIBILITIES:

- Undertake desk-based research into Late Upper Palaeolithic Scotland, and contribute to limited field-based research.
- Undertake research in Scotland’s museums and collections to identify Late Glacial Lithics from Scotland.
- Record and study new and existing collections of Late Glacial lithics from Scotland.
- Prepare reports on own research to PI, lead own co-authored papers and contribute to co-authored outputs led by other group members.
- Participate in limited teaching, particularly based directly around skill-base (i.e., lithics analysis, material culture studies, Palaeolithic archaeology, etc), including supervision of student projects.
- Contribute positively to the PALaEoScot project and wider community of archaeologists working in Aberdeen through attending Departmental meetings, laboratory meetings, department and school seminar-series, etc.
The candidate will have a PhD in Archaeology, and specialist experience of lithic analysis, particularly of Late Upper Palaeolithic (and early Mesolithic) material culture in northern Europe. The candidate will have a good understanding of Late Pleistocene-early Holocene archaeology of north-west Europe, and have track-record of bringing projects to completion through publication.
Salary will be at the appropriate point on the Grade 6, £37,099 - £44,263 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

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

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.

AT A GLANCE

SALARY:
Grade 6
£37,099 - £44,263

HOURS OF WORK:
37.5 hours per week

CONTRACT TYPE:
Funding limited until 31 December 2025

LOCATION:
Aberdeen
## PERSON SPECIFICATION

### ESSENTIAL

**Education/Qualifications**  
Academic, technical and professional education and training

- PhD in Palaeolithic Archaeology focused on lithics analysis or closely related field*, OR commensurate professional experience in Palaeolithic Archaeology and lithics analysis.

*Candidates very close to completion (e.g., awaiting examination) will be considered

**Work and Other relevant experience (including training)**  
e.g. Specialist knowledge, levels of experience, supervisory experience, research

- Expertise in lithic analysis (advanced level).
- Specialist knowledge of Palaeolithic and Mesolithic archaeology of north-west Europe (advanced level).
- Experience in the use of computers and standard software (intermediate level).
- Experience and skills in review and synthesis of archaeological literature (intermediate level).
- Track record of publishing research outcomes.

**Personal qualities and abilities**  
e.g. initiative, leadership, ability to work on own or with others, communication skills

- Good organisational ability as an individual and as part of a team.
- Good interpersonal and communication skills.
- Effective time management skills with ability for forward planning and prioritisation.
- Ability to work independently and with others.

**Other**  
e.g. special circumstances (if any) appropriate to the role such as unsocial hours, travelling, Gaelic language requirements etc.

- Must be prepared to undertake occasional research trips, travel for fieldwork.

### DESIRABLE

**Work and Other relevant experience (including training)**  
e.g. Specialist knowledge, levels of experience, supervisory experience, research

- Experience leading or co-leading archaeological fieldwork, particularly Palaeolithic or Mesolithic sites.
- Experience with assisting in the delivery of teaching (e.g., demonstrating, tutoring, etc).
- Experience of supervising student projects.

**Other**  
e.g. special circumstances (if any) appropriate to the role such as unsocial hours, travelling, Gaelic language requirements etc.

- Full driver’s licence (with ability to drive in the UK).
- Proficiency in German language (basic/intermediate/advanced) for accessing wider literature.
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.

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

Updated October 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\(^3\).

\(^3\) Times Higher Education World University Rankings 2021
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 goals⁴.

Our highly cited work in zero-carbon technology and global outlooks makes us Scotland’s best institution for environmental research⁵.

⁴ Times Higher Education Impact Rankings 2022
⁵ QS World University Rankings 2022

Updated October 2022
The School of Geosciences includes the Departments of:

- Archaeology
- Geography and Environment
- Geology and Geophysics
- Planetary Sciences

Archaeology at the University of Aberdeen currently comprises an archaeology and palaeoenvironments technician, 12 faculty staff and six research fellows who are leading scientists, researchers and fieldworkers in the archaeology of Northern Europe, Scandinavia, the North Atlantic and high latitude regions from Siberia and Mongolia to North America. Situated in one of the most northerly cities in the UK, the department is situated on the ancient campus of the University of Aberdeen which was established in 1495. The department specializes in the global Archaeology of the North and Bioarchaeological Science. This new appointment will strengthen research capacity in the Department through supporting both these specialisms and increase our capacity to deliver Late Pleistocene archaeological research as part of PALaEoScot.
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.

RENOVISED 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.VISITABDN.COM
The University values and celebrates a diverse working and learning environment and recognises the richness this brings, both in terms of contributing to the success of the University and creating safe and inclusive cultures. The University welcomes applications from individuals with diverse lived experiences.

The University supports flexible working, including hybrid working arrangements, and has policies in place to facilitate this where it is appropriate. The policies can be found at https://www.abdn.ac.uk/staffnet/working-here/flexible-working--5607.php. The University is committed to progressing gender equality across all its functions and has been a proud member of the Advance HE Athena Swan Charter, achieving an institutional Bronze award, one Silver departmental award for the School of Psychology and eleven departmental Bronze awards.

LGBTQ+ equality is championed through the University’s membership of the Stonewall Diversity Champions Programme, where the University has achieved a Silver award in the Workplace Equality Index.

The University has progressed work to eradicate gender-based violence and is proud to be a signatory to the EmilyTest Charter.

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 staff and students who identify as belonging to a racialised group. The University launched its Antiracism Strategy in 2022, representing a bold framework for progress on race equality. Recognising the importance of addressing the under-representation of racialised groups in the senior team, the University’s new Recruitment and Selection Policy embeds specific positive action measures to address this.

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. The University’s Wellbeing Strategy commits it to progressing work to tackle stigma related to mental health and action to promote and improve health and wellbeing for staff and students.

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

The University’s work on equality, diversity and inclusion is supported by a range of networks and engagement activities, designed to provide safe spaces and raise awareness of the support available and the steps everyone can take to create inclusive campuses. 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 **31 October 2023**

Should you wish to make an informal enquiry please contact:

**Prof Kate Britton, Professor of Archaeological Science**

01224 273823  
**k.britton@abdn.ac.uk**

Please do not send application forms or CVs to **Prof Kate Britton**

**Please quote reference number GEO453R on all correspondence**