Reader in Biology

Recruitment Pack

Ref: R0876
Dear Applicant

Thank you for your interest in this post and in the University.

The attached further particulars booklet provides you with information about the post advertised in the School of Applied Sciences.

I hope the information in this booklet proves useful and gives you sufficient guidance to pursue your application. Further information is also available on our website www.hud.ac.uk. If you would like to have an informal discussion about the post please do not hesitate to contact Dr Dougie Clarke, Head of Biological Sciences (telephone: 01484 473142, email: d.j.clarke@hud.ac.uk).

I look forward to receiving your application.

Yours sincerely

Professor Tim Thornton
Dean
1. **The Role**

**Main Purpose**

a) Maintain an active research programme through the sustained output of high quality peer-reviewed research publications or other recognised forms of output, demonstrating high impact.

b) Contribute to undergraduate and postgraduate teaching.

c) Contribute to the School's research income, reputation and research culture.

d) Act as an ambassador and contribute to the research profile of the school.

**Main Duties and Responsibilities**

1. Maintain active research securing high quality outputs appropriate to the subject.

2. Build and maintain individual record of academic distinction through securing academic awards, editorship of/refereeing for journals, grant reviewer for awarding bodies etc.

3. Disseminate research through publication, exhibition, performance and through contribution to major conferences and media events.

4. Secure external funding through an active bid record and development of commercial opportunities.

5. Lead and participate in research grant applications.

6. Design teaching materials and deliver across a range of modules or within a subject area using appropriate teaching, learning support and assessment methods.

7. Within the subject team plan, design and develop learning outcomes and materials contributing to revision and improvements in curriculum content and delivery.

8. Develop business partnership and business development opportunities.

9. Where appropriate, establish consultancy contracts based on research outcomes, including management of KTP programmes.

10. Supervision of students for research degrees.

11. Where appropriate act as personal tutor.

12. Undertake external examining.

13. To contribute to the development of the School research strategy, implementation and evaluation within the School.

14. Contribute to the development of early stage researchers through guidance and joint publication/bids.
15. Contribute to the University’s staff and research student development activities.

16. Ensure the implementation of the University’s policies and procedures within the remit of the postholder’s duties.

17. Undertake any other duties which fall within the remit of the post.
2. The Person

The successful candidate will be able to demonstrate the following attributes:

<table>
<thead>
<tr>
<th>Attributes</th>
<th>Specification</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
<th>HOW IDENTIFIED</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Qualifications</strong></td>
<td>First degree (or equivalent) in Biochemistry / Molecular Biology</td>
<td>X</td>
<td>X</td>
<td>Application form</td>
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<td></td>
<td>PhD in Biochemistry / Molecular Biology</td>
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<td></td>
<td>Application form</td>
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<td></td>
<td>HEA fellowship or a teaching qualification</td>
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<td>X</td>
<td>Application form</td>
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<tr>
<td><strong>Experience</strong></td>
<td>Excellent research record</td>
<td>X</td>
<td></td>
<td>Application form / interview</td>
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<td></td>
<td>Previous or current involvement with university teaching</td>
<td>X</td>
<td></td>
<td>Application form</td>
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<td></td>
<td>Successful supervision of research</td>
<td></td>
<td></td>
<td>Application form</td>
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<tr>
<td><strong>Special Knowledge / Ability</strong></td>
<td>Publications and esteem suitable for REF</td>
<td>X</td>
<td>X</td>
<td>Application form/Interview</td>
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<td>Ability to provide research leadership in areas relevant to forensic science provision</td>
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<td></td>
<td>Ability to write successful grant applications for research councils, charities and/or industry</td>
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<td></td>
<td>Ability to develop industrial links</td>
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<td>X</td>
<td>Application form/Interview</td>
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<tr>
<td><strong>Administration</strong></td>
<td>Willingness to undertake appropriate administrative duties</td>
<td>X</td>
<td></td>
<td>Interview</td>
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<td></td>
<td>Experience of administrative duties</td>
<td>X</td>
<td></td>
<td>Application form / Interview</td>
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<tr>
<td><strong>Personal Qualities</strong></td>
<td>Good communication and organisation skills</td>
<td>X</td>
<td></td>
<td>Interview &amp; presentation</td>
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<td>Commitment to excellence in research and teaching</td>
<td>X</td>
<td></td>
<td>Application form/Interview</td>
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<td></td>
<td>Self-motivated, well organised and enthusiastic</td>
<td>X</td>
<td></td>
<td>Interview</td>
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<td></td>
<td>Flexible and adaptable, responsive to needs of School and University</td>
<td>X</td>
<td></td>
<td>Interview</td>
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<td></td>
<td>Positive, imaginative and a creative thinker</td>
<td>X</td>
<td></td>
<td>Interview</td>
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<td></td>
<td>Professional approach</td>
<td>X</td>
<td></td>
<td>Interview</td>
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Award of Reader

In addition to meeting all the attributes within the person specification, if you wish to be considered for the award of Reader you must also demonstrate the following:

- Evidence of a high reputation in research with distinction in prospect
- Evidence of sustained output of high quality research publications or other recognised forms of output
- Eligibility for submission to the REF (or equivalent exercise)
- Evidence of an established national reputation in a research field e.g publications, conference organisation, invitations to participate in conferences
- Doctorate
- Record of attracting funds
- Academic distinction e.g academic awards, editorship of, refereeing for journals, grant reviewer for awarding bodies, services for learned societies
- Successful supervision of candidates for research degrees and external examining of research theses
- Where applicable, commercial or industrial exploitation, if intrinsic to the research case, including national recognition of the quality of the work

Evidence will be measured through a range of:

- Relevant qualifications
- Career and experience
- Refereed and other publications, or their equivalent and their level of scholarship
- Eligibility for submission to the REF (or equivalent)
3. **Our Offer**

We offer a generous remuneration and benefits package:

- Starting salary grade 9 (£48,229 upwards)
- A final salary pension scheme (Teachers’ Pension Scheme)
- 37 days annual leave plus statutory holidays
- Significant opportunities for professional development
- A friendly and supportive work environment
- A range of voluntary benefits

4. **How to Apply**

Applicants are asked to complete an application form, in addition to this you may also submit a CV. Attention is drawn to the person requirements listed above and applicants are asked to provide evidence of their match to these criteria in some detail in their supporting statements. This information will be used to shortlist candidates.

The timetable is as follows:

- Advert closes: 6 May 2014
- Interview date: 25/26 June 2014

5. **The School of Applied Sciences**

The School traces its origins to the turn of the twentieth century, when Chemistry was first taught to degree level, largely to support the thriving dyestuffs industry in the region. From that time it has grown in terms both of student numbers and of range of activities. It now has over 1500 students, 80 academic staff, 25 technical staff, and 10 administrative support staff.

Departments of Biology, Chemistry and Pharmacy include areas of work in Biology, Chemistry, Chemical Engineering, Food Science, Forensic Science, Nutrition and Pharmacy. Work in Physics is coordinated through the International Institute of Accelerator Applications, and in addition there is a semi-autonomous commercial group, Innovative Physical Organic Solutions (IPOS), which undertakes contract work, analysis and training for industry, funded initially by a major EU grant. There are over 90 research students currently enrolled plus 8 visiting professors. Returns were made to the 2014 REF in Biology, Chemistry, Pharmacy, and Physics, and the School is also proud of its record in teaching, with all colleagues with substantive teaching roles having recognition through the Higher Education Academy.

The academic staff of the Department are members of the two subject areas:

- Biological Sciences
- Food, Nutrition & Health

5.1 **Taught Courses**

Biological Sciences is the highest recruiter of undergraduate students in the School of Applied Sciences with over 500 FTE students being taught by the Department. In the Sunday Times University Guide 2013 League Tables we ranked 25th overall in Biological Sciences, achieving third place nationally in Teaching Excellence.
The department offers 8 BSc (Hons) degrees, 2 taught masters and research degrees. The current taught courses are listed below.

| BSc (Hons) Biochemistry          |
| BSc (Hons) Medical Biochemistry  |
| BSc (Hons) Medical Biology       |
| BSc (Hons) Medical Genetics      |
| BSc (Hons) Molecular and Cellular Biology |
| BSc (Hons) Human Biology         |
| BSc (Hons) Nutrition and Public Health |
| BSc (Hons) Food, Nutrition and Health |

| MSc Analytical Bioscience        |
| MSc Nutrition and Food Science   |

All full-time courses offer students the opportunity of one year’s work experience in industry and other organisations. For students without the appropriate entry qualifications, the Department also has a flourishing year 0 course, successful completion of which allows students to progress to an undergraduate BSc (Hons) course in the Department.

As well as teaching the 500 students within the Department, approximately one third of the Departments’ teaching is to other BSc, MSc, MSci and MPharm courses outside the Department. These include Pharmacy (one third of first and second year teaching to ~80 students), Pharmaceutical Sciences (one sixth of first year and one third of second year teaching to ~30 students), Forensic and Analytical Science and Chemistry (one sixth of second year teaching to ~40 students). In addition staff also contribute to the teaching of a year zero Science Foundation course (one sixth of teaching to ~110 students). Postgraduate teaching by the department includes the MSc Analytical Bioscience and MSc Nutrition & Food Sciences, MSc Analytical Chemistry (third of the course) and MSc Pharmaceutical & Analytical Science (one quarter of the course).

Each course has been carefully designed to offer a coherent curriculum that can be effectively and efficiently delivered. In order to do this the Biological Sciences and Nutrition & Health suites are managed as a whole and each course is made up of modules shared by other courses. The intention is to provide courses with a high degree of currency that inculcate a variety of subject-specific and transferable skills, preparing graduates to be suitable for employment in a wide range of careers, or to follow a higher degree programme. The Department is characterised by good staff-student relations, which are fostered by the pastoral care afforded by Year Tutors and the Personal Tutor system. Biological Sciences is a dynamic department with staff who are keen to innovate and are determined to maintain its reputation for good quality courses and research. The Extra Mile Awards is an initiative piloted in 2006 by Teaching Quality Enhancement Fund projects. The scheme acknowledges members of university staff who have made a significant difference to a student's experience of university life. Since 2006 one member of the divisions staff has received first prize and another third prize at the University’s annual awards ceremony. A further two divisional staff have also received Extra Mile Awards for their outstanding support to students experience. This reflects the ethos and commitment of divisional staff to go the ‘extra mile’ in providing a great teaching environment to our students.

Since 2008 there has been an influx of strategic research appointments (nine new research active lecturing staff, two research fellows and one Professor have been appointed) and
substantial funds invested in infrastructure to support research (four new fully equipped molecular and cellular biological science research laboratories have been created).

5.2 Research

Our research in the department is thriving and expanding, and in several areas is world class leading. In the past five years nearly £5M has been invested directly by the University on instrumentation and facilities with strategic funds. Biology research has expanded considerably in recent years and continues to do so as the number of research active staff continues to increase. Several new state-of-the-art laboratories have been established, with substantial investment in infrastructure, including facilities for flow cytometry, fluorometry, luminometry, real-time PCR, histology, cell culture, forensic biology, molecular genetic analysis and archaeogenetics research. Advanced facilities shared with colleagues in Chemistry and Physics includes instrumentation for NMR spectroscopy, X-ray diffraction and high performance computing developed in conjunction with the Science and Technology Facilities Council.

Since 2006 the number of research active staff in the division with PhD students has doubled and the number of PhD students has increased 4-fold in the past three years. We have also substantially expanded the number of postgraduate students in recent years by committing internal School strategic capital to fund several PhD students for the newly appointed staff in the department. In addition research active staff have attracted a number of self-funded overseas research students partly through recruitment from our MSc courses and via a recruitment drive from the University’s research and international office. We are already seeing the benefits, for example there has been a 5-fold increase in peer reviewed journal publications.

Biological Science and Food & Nutrition research is co-ordinated through our Molecular Medicine, Evolutionary Genetics, Glycobiology & Food Science and Forensic Biology Groups, with considerable overlap in activities between them. These Groups ensure that staff and research students work in beneficial groups in which a buoyant research culture flourishes. Projects with staff in the Schools of Human & Health Science and Computing & Engineering have also been established in the last few years.

We are seeking to appoint additional enthusiastic individuals who can contribute to the research, teaching and development of this expanding department. It is expected the appointees will play a significant role in evolving our existing courses and research.
The School of Applied Sciences – Organisational Structure

Dean: Prof T J Thornton
Dean’s PA: Mrs J Goodridge

School Support:
Chief Technician: Mr V Byrne
Finance and Research Administrator: Miss L Stoklosa
School Administration Manager: Mrs G Hird

Department of Chemical Sciences:
Head: Prof J Sweeney

Department of Pharmacy:
Head: Prof H Chrystyn

Department of Biological Sciences:
Head: Prof M Richards

School Roles:
Director of Teaching and Learning: Dr R Allan
International Director: Dr P Elliott
Director of Research: Dr A P Laws
Director of Graduate Education: Prof R Brown
6. The University

Our strategy map
2013-2018

Our Vision:
To be an inspiring, innovative University of international renown

Our Mission:
To deliver an accessible and inspirational learning experience, to undertake pioneering research and professional practice, and to engage fully with employers and the community

Our Values:
Ambition, Student-Focussed, Pioneering, Integrity, Respect, Excellence (ASPIRE)

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<tr>
<th>STAKEHOLDERS</th>
<th>VISION</th>
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<tbody>
<tr>
<td>Our students can expect:</td>
<td>Our partners can expect:</td>
</tr>
<tr>
<td>S1 An education that challenges and creates excellent career opportunities</td>
<td>S4 A responsive and flexible University that delivers high quality work efficiently and effectively</td>
</tr>
<tr>
<td>S2 To learn from staff at the leading edge of knowledge and application</td>
<td>S5 To deal with leading experts in their field</td>
</tr>
<tr>
<td>S3 High quality physical and supportive learning environments</td>
<td>S6 High quality and fit for purpose facilities</td>
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<tr>
<th>AIMS</th>
<th>INSPIRING</th>
<th>INNOVATIVE</th>
<th>INTERNATIONAL</th>
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<tbody>
<tr>
<td>A1</td>
<td>To inspire our students to attain the highest academic and professional standards</td>
<td>A4</td>
<td>To increase the number of our research active staff and the quality of their outputs</td>
</tr>
<tr>
<td>A2</td>
<td>To inspire our students to enjoy an outstanding University experience</td>
<td>A5</td>
<td>To increase the quantity and quality of our postgraduate research student community</td>
</tr>
<tr>
<td>A3</td>
<td>To inspire employable and enterprising graduates</td>
<td>A6</td>
<td>To increase the quality and range of our external research, enterprise and innovation income</td>
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<tr>
<th>ENABLERS</th>
<th>DEVELOPING AND EMPOWERING STAFF</th>
<th>FINANCIAL SUSTAINABILITY</th>
<th>EFFICIENCY AND EFFECTIVENESS</th>
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<tr>
<td>E1</td>
<td>To establish an effective leadership and management culture which secures continuous improvement</td>
<td>F1</td>
<td>To generate sufficient cash to meet strategic investment plans and economic contingency</td>
</tr>
<tr>
<td>E2</td>
<td>To identify and develop the human talent of the University to secure continuous improvement and clear succession planning</td>
<td>F2</td>
<td>To maintain financial strength</td>
</tr>
<tr>
<td>E3</td>
<td>To provide a fair, transparent and motivational reward structure</td>
<td>F3</td>
<td>To ensure all Schools and Services maintain financial and operational viability</td>
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<tr>
<th>University of Huddersfield</th>
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<tr>
<td>Inspiring tomorrow's professionals</td>
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</table>
The University’s vision is, ‘To be an inspiring, innovative university of international renown’. The University’s achievements were recognised by the award of the Times Higher Education University of the Year for 2013. This follows hot on the heels of its success at the awards last year where it collected the Entrepreneurial University of the Year award.

The University of the Year is awarded to ‘an institution that has demonstrated exceptional performance in the past academic year’ providing evidence of ‘particular bold, imaginative and innovative initiatives that have advanced the institution’s reputation’. Just some of those initiatives are:

- A commitment to our students with nationwide top 10 ratings for student satisfaction and graduate employability as well as a top 10 rating for financial security.
- The opening of the 3M Buckley Innovation Centre, a collaboration with conglomerate 3M to foster business partnerships leading to new research, technology transfer and entrepreneurial ideas.
- The award of a Queen’s Award for Enterprise – International Trade as well as a top 10 position in the 2012 International Student Barometer.
- A commitment to excellence in teaching – Huddersfield is the only University in the UK where 100 per cent of academic staff are fellows of the Higher Education Academy – which provides professional recognition of their teaching abilities.

These factors, combined with a continued commitment to being ‘a university that is at the heart of its home town’ and a strong commitment to be a great employer makes the University an interesting and rewarding place to work.

The University’s staff are involved in scholarship, research and reach-out activities. We want to attract and retain the best staff, provide opportunities for them to remain professionally engaged and up-to-date. We were one of the first universities in the country to achieve institutional recognition under the Investors in People Award in 1999 and we have maintained this standard ever since. We are committed to the development and support of our staff. In the Quality of Working Life Survey, looking at the satisfaction and well-being of our staff, the University of Huddersfield has higher scores across all six factors than the Higher Education benchmark, showing lower levels of stress and greater satisfaction with working conditions than the benchmark data.

Our striking town centre campus straddles the refurbished Huddersfield Narrow Canal and offers extensive views of the wooded Pennine foothills. The campus combines both new and historic buildings, and since 2008 £73 million has been invested in new facilities and buildings for our students. The University has won Civic Trust Awards for the imaginative refurbishment of historic mill buildings for the teaching of Computing, Engineering and Architecture. However, we are also very proud of our contemporary architecture. Our £17 million Business School building opened in 2010 and a £22.5 million Student Central Building which opened in January 2014 providing new sports, leisure, learning and catering facilities.

7. Huddersfield

The University is located close to the centre of the thriving West Yorkshire town of Huddersfield. Huddersfield has an extensive range of new retail and social developments with many new shops, cafes, bars and restaurants. Near to areas of outstanding natural beauty publicised in TV programmes such as “Last of the Summer Wine” and “Where the Heart Is” we are also in easy reach of Leeds and Manchester. Both are just 45 minutes by road and with quicker access via the regular cross Pennine rail service. Huddersfield is surrounded by a number of attractive villages in the Holme and Colne valleys and within easy
reach of the Yorkshire Dales, the Peak District and the major urban centres of Leeds and Manchester. The cost of housing compares very favourably with other regions in Britain and the choice of where to live is outstanding. The town is well known for its musical traditions, including the world famous Huddersfield Choral Society and the internationally renowned Huddersfield Contemporary Music Festival. The Lawrence Batley Theatre and a large sports stadium host various cultural and sporting events respectively.