**Job Description: Lecturer Enhanced Research**

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| **Faculty:** | Faculty of Science and Engineering |
| **Department/Subject:** | Department of Biosciences |
| **Salary:** | Grade 8: £38,205 to £44,263 per annum with USS benefits |
| **Hours of work:** | Full time |
| **Number of Positions:** | 1 |
| **Contract:** | This is a fixed term position for 4 years |
| **Location:** | This position will be based at the Singleton Park Campus |

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| **Main Purpose of Post: Research in Aquaculture and Fisheries** | 1. Research Outputs and Activity: We are seeking to appoint a highly motivated individual who will be responsible for driving research in Aquaculture and Fisheries. As this is a research position embedded within the Marine and Freshwater Research Group, the successful candidate will also be expected to develop her/his own research line in Aquaculture and Fisheries and liaise closely with the CSAR team and develop and disseminate research outputs in quality publications or other media. 2. Research Projects and Grants: Engage with charities, industrial and government sponsors in order to secure grants to obtain the resources to underpin research activity. Take up responsibility for designing, planning and managing a sustained programme of research and of conducting original investigations within agreed timescales and budgets. 3. Esteem: Seek and obtain recognition for contribution to the discipline through research and engagement with relevant scientific bodies and organisations. 4. Postgraduate Research Student Supervision and Development: Engage in effective postgraduate research student supervision, including the development of MRes and PhD projects and the attraction of excellent students. |
| **Management** | 1. Contributing to our Activities: Take part in formulating Departmental, Faculty or University decisions and contribute to activities beyond the immediate research, teaching or scholarship commitments. 2. Participating in Professional Activities: Engage with professional activities related to the discipline through networking at conferences or involvement in external groups. 3. Managing Self and Others: Support and enable the development of colleagues, students and/or yourself. |
| **Teaching and Scholarship** | 1. Teaching Delivery and Review: Teach at Undergraduate level (Yr 3 - Aquaculture & Fisheries) and Post-graduate level (MSc/MREs Conservation of Aquatic Resources), run tutorials and supervise student dissertations at undergraduate and post-graduate level. The emphasis of these courses is on giving students outstanding hands-on experience on the Aquatic biosciences, making use of the facilities available at the Department, including the Centre for Sustainable Aquatic Research (CSAR) and the research vessel Mary Anning. Excellent communication skills are required, with clear evidence of effective presentation skills, and the ability to lecture authoritatively and effectively at all levels. Assuring effective delivery of teaching, assessment and quality assurance of modules or other equivalent components of the taught portfolio. Review course content and materials, and develop, design and update materials in compliance with quality standards. 2. Teaching Innovation and Impact: Teaching practice based innovation which is up to date and informed by research or professional practice. 3. Advancing Practice: Advance personal teaching practice. |
| **General Duties** | 1. Promote equality and diversity in working practices and maintain positive and collaborative working relationships. 2. Be self-motivated, diligent and with an eye for detail; be able to prioritize and work well under pressure as part of a team, and committed to personal and professional career development. 3. Conduct the job role and all activities in accordance with safety, health and sustainability policies and management systems, in order to reduce risks and impacts arising from the work activity 4. Ensure that risk management is an integral part of any decision making process, by ensuring compliance with the University’s Risk Management Policy. 5. Any other duties as agreed by the Faculty / Directorate / Service Area. |
| **Academic Career Pathway** | The Academic career pathway is Enhanced research. The Academic Career Pathways (ACP) scheme is designed to ensure that academic strengths whether in research, teaching, the wider student experience, leadership or innovation and engagement, are all appropriately recognised, developed, valued, and rewarded. It provides indicative performance levels for all academic staff which will be used throughout the recruitment process. Where there are numeric indicators these will be considered in light of the stage of career, hours of work and other commitments. You are very welcome to provide any relevant individual circumstances such as career breaks, any periods of leave or secondment or any other absences, which should be taken into account and how these have had an impact on your career development. For more information on Academic Career Pathways, please click [here](http://www.swansea.ac.uk/personnel/promotions/academicpromotions/). |

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| **Person Specification Criteria** | **Typically evidenced by:** |
| **Qualifications** | |
| 1. A PhD in an aquatic-related topic, including (but not restricted to) aquaculture, fish ecology, fisheries, marine or freshwater biology, or aquatic conservation | *PhD degree certificate by a recognised institution.* |
| 1. Recognised teaching qualification or equivalent or a commitment to achieve this | *If you do not have a recognised teaching qualification then evidence is required of a commitment to work towards Fellowship of the Higher Education Academy (HEA) or equivalent.* |
| **Enhanced Research** | |
| 1. A good publication record on aquaculture, fish and fisheries, commensurate with career stage. | *Four internationally excellent outputs, or the ability to achieve this within a 4 year period.* |
| 1. Demonstrate the potential to achieve, or having success in securing resources to underpin original research activity. | *Applications for research grants as a Principal or Co-Investigator or demonstrate how you will achieve this with at least one successful award within 3 years.* |
| 1. Recognition for contribution to the discipline. | *At least one presentation at a conference with a national or international reach within 3 years.* |
| 1. Evidence of demonstrating involvement in effective postgraduate research supervision, or the ability to do so. | *Supporting and or mentoring students or others* |
| **Core Teaching** | |
| 1. Evidence of or ability to undertake effective delivery of teaching, assessment and review of modules or other components of the taught portfolio. | *- A good teaching feedback and/or through improved progression or retention*  *- Acting as an effective tutor or student project supervisor with successful outcomes.*  *- A commitment to innovative teaching and CPD* |
| **Core Management** | |
| 1. Taking an active part in decisions and activities in an academic unit or institution, beyond own research and teaching commitments. | *Examples showing personal contribution and impact.* |
| **Subject Specific** | |
| 1. Subject specific criteria   1.Strong data analysis skills  2.Experience teaching and supervising student dissertations  4.Experience with field and outreach activities  5.Experience engaging with stakeholders, particularly government and industry on aquatic related areas | Examples from reports and peer-reviewed papers; teaching record; reference letters. |
| **Welsh Language** | |
| Level 1 – ‘a little’ - pronounce Welsh words. Able to answer the phone in Welsh (good morning / afternoon). Able to use very basic every-day words and phrases (thank you, please etc.). Level 1 can be reached by completing a one-hour training course.  For more information about the Welsh Language Levels please refer to the Welsh Language Skills Assessment web page, which is available [here](https://www.swansea.ac.uk/welsh-language-standards/compliance/recruitment/).# | |

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