Job Details

Job title: Assistant Professor in Social Anthropology
Vacancy reference: ANTH20-2
Department: Department of Anthropology
Responsible to: Head of Department
Grade: Grade 7 – Grade 8
Salary Range: £33,797 - £49,553
Working arrangements: The role is full time but we will consider requests for flexible working arrangements including potential job shares
Open date: 27 November 2019
Closing date: 24 January 2020 at 12pm midday
Preferred start date: Successful candidates will ideally be in post by 01 September 2020

Durham University

Durham University is one of the world’s top universities, boasting a welcoming and vibrant international community. Durham is an exceptional place in which to base your career. Our strengths across the Arts and Humanities, Sciences and Social Sciences see us listed as a top 5 UK and top 100 University (QS World University Rankings 2019) with our students and our world leading academics sitting at the heart of delivering our ground-breaking work. As part of our ambitious strategy we are growing and we look forward to welcoming your application.

Applications are particularly welcome from women and black and minority ethnic candidates, who are under-represented in academic posts in the University. We are committed to equality: if for any reason you have taken a career break or periods of leave that may have impacted on your career path, such as maternity, adoption or parental leave, you may wish to disclose this in your application. The selection committee will recognise that this may have reduced the quantity of your research accordingly.

The Department

The Anthropology Department at Durham University has an outstanding international reputation for teaching, research and student employability. We are one of the largest Anthropology Departments in the UK, with nearly 40 permanent academic staff working across social, evolutionary and health anthropology.

The Department of Anthropology has a vibrant research culture with many visitors, seminars, global conferences and workshops. We aim to foster an intellectually inclusive environment, fostering the academic freedom and confidence to work at both the core and boundaries of anthropology in exciting and innovative ways. We were the top-ranked integrated Anthropology department in the most recent Research Excellence Framework (REF 2014); fifth in the UK for overall GPA (Times Higher Education); first equal for world-leading and internationally-excellent Impact and Research Environment, and second equal for world-leading publications.
Each year, we welcome over 100 undergraduate students onto our single honours programmes with their flagship residential field course and ~30 students onto our joint honours degrees with the Department of Archaeology and the Department of Sociology. Our postgraduate taught and research degrees attract ~70 students from around the world each year. We provide a supportive, friendly and inclusive environment with a strong sense of community.

Assistant Professors at Durham

The University is committed to developing all of our colleagues to achieve their full potential. We promote and maintain an inclusive and supportive environment to ensure that all colleagues can thrive. Academic colleagues are supported to publish world-class research in their area of interest with a focus on quality in high impact journals and leading academic presses, rather than quantity. We will fully support your research needs including practical, help such as resources to attend conferences and to fund research activity, as well as a generous research leave policy and a designated mentor. Sitting alongside world class research; teaching quality and innovation is critical to ensure a first class learning environment and curricula for all of our students. You will be supported to develop your teaching expertise and to engage in teaching innovation to embed our student experience.

All of our Assistant Professors are encouraged to focus on research and teaching but also to engage in wider citizenship to enhance their own development, to support their department and wider discipline, and to contribute to the wider student experience.

We are confident that our recruitment process allows us to attract and select the best international talent to Durham. We therefore offer a reduced probation period of 1 year for our Assistant Professors and thereafter, subject to satisfactory performance, you will be confirmed in post.

Assistant Professors in Social Anthropology

We are seeking to appoint up to four Associate Professors in Social Anthropology. Applicants must demonstrate research excellence in the field of Social Anthropology, with the ability to teach our students to an exceptional standard and to fully engage in the services, citizenship and values of the University. The University provides a working and teaching environment which is inclusive and welcoming and where everyone is treated fairly with dignity and respect. Candidates will be expected to demonstrate these key principles as part of the assessment process.

We are open to outstanding applications in any area of Social Anthropology. Our department has particular research strengths in energy and environment; expertise and knowledge; aesthetics and material culture; medicine and health; and political anthropology. We are looking to appoint candidates who will complement or synergise with research in these areas.

We are also open to any regional specialisms. We particularly welcome applicants with regional specialisms in the Anthropology of China to help build our teaching, research and postgraduate supervision in this area.

Candidates will be expected to contribute to team-taught core social anthropology modules at level one and two, where our focus is on politics, economics, kinship, religion, the anthropology of health and ethnographic methods. It is expected that successful applicants will be able to contribute strongly to at least two of these areas.

Post-holders will be expected to deliver an advanced Level 3 module on a specialist topic in social anthropology, relating to their own research; they will supervise both undergraduate and postgraduate dissertations and contribute to Social Anthropology teaching at Master’s level. Successful candidates will be asked to undertake additional duties around teaching, learning and student recruitment within the Department as required. Appointed candidates may be asked to teach on one of our undergraduate field-courses, though this is not a requirement.
The University provides a working and teaching environment which is inclusive and welcoming and where everyone is treated fairly with dignity and respect. Candidates will be expected to demonstrate commitment to these key principles.

**Key responsibilities:**

- Pursue research that is, or has the potential to be, world class in terms of originality, significance and rigour;
- Contribute to the research environment through seeking research funding, providing mentoring and supporting research activities in the Department;
- Undertake teaching and dissertation supervision, and contribute to ongoing curriculum development at undergraduate and postgraduate level.
- Teach modules in appropriate learning environments, demonstrating and increasing awareness of different approaches to teaching and supporting student learning;
- Develop and deliver an inclusive curriculum and make an active contribution to an inclusive community in which diversity is embraced and celebrated;
- Seek and take on board feedback on teaching and engage with others in Continuing Professional Development;
- Supervise undergraduate student(s), and where appropriate act as part of a PhD supervisory team;
- Student support, assessment of academic performance and provision of feedback, dealing with student disciplinary matters and complaints;
- Undertake effectively and efficiently any administrative role allocated by the Heads of Department.
- In addition to Board of Studies, membership of some departmental committees.

**Person Specification**

Candidates applying for a grade 7 post will have recently completed or be concluding their PhD and, while they may have limited direct experience of the requirements for the post, they must outline their experience, skills and achievements to date which demonstrate that they meet or that they have the potential to achieve the essential criteria.

Candidates applying for a grade 8 post must meet all of the essential criteria.

**Research**

Candidates must have capacity for and be progressing towards the independent development of internationally excellent research that produces high quality outcomes, including some work that is recognised as world class.

**Essential Research Criteria – Grade 7**

1. Qualifications - a good first degree and a PhD in Social Anthropology or a related subject (which for grade 7 candidates may be completed or under examination).
2. Outputs - experience, skills and/or achievements which demonstrate experience of or the potential to produce high quality outputs, some of which is recognised as world-class. *Candidates are asked to submit two research papers with their application (as outlined in the How to Apply section below). Candidates may additionally choose to submit evidence such as external peer review of their outputs.*
3. Personal Research Plan - evidence of a personal research plan which supports and enhances the Department’s research strategy.
Essential Research Criteria – Grade 8

1. Qualifications - a good first degree and a PhD in Social Anthropology or a related subject.
2. Outputs - evidence of high quality outputs, some of which is recognised as world-class. 
   Candidates are asked to submit two research papers with their application (as outlined in the How to 
   Apply section below). Candidates may additionally choose to submit evidence such as external peer 
   review of their outputs.
3. Personal Research Plan - evidence of a personal research plan which supports and 
   enhances the Department’s research strategy.

Teaching

Candidates must demonstrate the development and delivery of high quality teaching that 
contributes to providing a world class learning environment and curricula which enables students 
to achieve their potential.

Essential Teaching Criteria – Grade 7

1. Qualification - candidates must be or have the ability to attain the rank of Fellow of the 
   Higher Education Academy (https://www.heacademy.ac.uk/individuals/fellowship/fellow), 
   which is the national body that champions teaching excellence.
2. Quality - experience, skills and/or achievements that demonstrate experience of or the 
   potential to deliver high quality teaching.
3. Strategic - experience, skills and/or achievements that demonstrate experience of or the potential to engage in the design of excellent teaching programmes which are research informed and led.

Essential Teaching Criteria – Grade 8

1. Qualification - candidates must be or have the ability to attain the rank of Fellow of the 
   Higher Education Academy (https://www.heacademy.ac.uk/individuals/fellowship/fellow), 
   which is the national body that champions teaching excellence.
2. Quality - evidence of the development and delivery of high quality teaching.
3. Strategic - evidence of strategic teaching development - engagement in the design of excellent teaching programmes which are research informed and led.

Services, Citizenship and Values

Candidates must actively engage in the administrative requirements of the Department and 
positively contribute to fostering a collegial environment; as well as demonstrating their 
commitment to equality, diversity and inclusion.

Essential Services, Citizenship and Values criteria – Grade 7

1. Collegial contribution – experience, skills and/or achievements that demonstrate 
   experience of or the potential to participate in the collegial/administrative activities or an 
   academic Department, Faculty or University. (Candidates may choose to evidence 
   departmental or University roles, mentoring activity, engagement with widening participation, 
   involvement in equality and diversity initiatives and membership or engagement with external 
   bodies).
2. Communication - candidates must have excellent oral and written communication skills with 
   the ability to engage with a range of students and colleagues across a variety of forums.
Essential Services, Citizenship and Values criteria – Grade 8

1. Collegial contribution – evidence of participation in the collegial/administrative activities of an academic Department, Faculty or University. (Candidates may choose to evidence departmental or University roles, mentoring activity, engagement with widening participation, involvement in equality and diversity initiatives and membership or engagement with external bodies).

2. Communication - candidates must have excellent oral and written communication skills with the ability to engage with a range of students and colleagues across a variety of forums.

Desirable Criteria – Grade 7
The desirable criteria for this post (for which candidates should provide evidence of some if not all criteria) are:

A. Research Leadership - experience, skills and/or achievements that demonstrate experience of or the potential to contribute to the leadership of research groups and the mentoring of early career researchers. (Candidates may choose to include information about research group leadership, mentoring of research colleagues, invitations to external events, engagement with international networks or projects).

B. Research Income Generation - experience, skills and/or achievements that demonstrate experience of or the potential to develop successful research project proposals.

C. Research Impact - experience, skills and/or achievements that demonstrate experience of or the potential to evidence research impact beyond their institution.

D. PhD Supervision – experience, skills and/or achievements that demonstrate experience of or the potential to provide excellent supervision for PhD students.

E. Teaching Innovation – experience, skills and/or achievements that demonstrate experience of or the potential to innovate in the design and delivery of high quality teaching or assessment of learning including lectures, small group learning and/or using technology or other techniques to enhance learning and/or assessment.

F. Academic Leadership - experience, skills and/or achievements that demonstrate experience of or the potential to engage in activities that contribute to the administrative functioning of an academic Department, Faculty, University and/or discipline including leadership or responsibilities in an academic context. (Candidates may choose to detail any leadership roles which they have undertaken, preferably in an academic context).

Desirable Criteria – Grade 8
The desirable criteria for this post (for which candidates should provide evidence of some if not all criteria) are:

A. Research Leadership - contribution to the leadership of research groups and the mentoring of early career researchers. (Candidates may choose to include information about research group leadership, mentoring of research colleagues, invitations to external events, engagement with international networks or projects).

B. PhD Supervision – involvement in the provision of excellent supervision for PhD students.

C. Research Impact - demonstrable evidence of the impact of the Candidate’s research beyond their institution.

D. Income Generation - evidence of engagement in the development of successful research project proposals.

E. Teaching Innovation - experience, skills and/or achievements that demonstrate experience of or the potential to innovate in the design and delivery of high quality teaching or assessment of learning including lectures, small group learning and/or using technology or other techniques to enhance learning and/or assessment.
F. Academic Leadership - experience, skills and/or achievements that demonstrate experience of or the potential to engage in activities that contribute to the administrative functioning of an academic Department, Faculty, University and/or discipline including leadership or responsibilities in an academic context. (Candidates may choose to detail any leadership roles which they have undertaken, preferably in an academic context).

Contact Information

Department contact for academic-related enquiries
For informal enquiries please contact Prof Kate Hampshire or Prof Russell Hill (anth.hod@durham.ac.uk). All enquiries will be treated in the strictest confidence.

Contact information for technical difficulties when submitting your application
If you encounter technical difficulties when using the online application form, we prefer you send enquiries by email. Please send your name along with a brief description of the problem you’re experiencing to academic.recruitment@durham.ac.uk

Alternatively, you may call 0191 260 4420 from the UK, or +44 191 260 4420 from outside the UK. This number operates during the hours of 09.00 and 17.30 Monday to Thursday and 09.00 and 17.00 Friday, UK time. We will normally respond within one working day (Monday to Friday, excluding UK public holidays). This service is being provided by our partner, greenbean by NRG who will respond to your technical enquiry.

University contact for general queries about the recruitment process
Natalie McNeil, HR Administrator (Recruitment)
Faculty of Social Science and Health
natalie.r.mcneil@durham.ac.uk
+44 (0) 191 334 6415

How to Apply
We prefer to receive applications online. For this role we are working with our partner organisation greenbean by NRG and your application will initially be submitted to greenbean by NRG via our website.

Please note that in submitting your application, both Durham University and greenbean by NRG (working on behalf of the University) will be processing your data. We would ask you to consider the relevant University Privacy Statement https://www.dur.ac.uk/ig/dp/privacy/pnjobapplicants/ and the greenbean by NRG Privacy Statement https://www.nrgplc.com/privacy-and-cookies/ which provide information on the collation, storing and use of data.

What to Submit
All applicants are asked to submit:
1. A CV
2. A covering letter which details your experience, strengths and potential in the requirements set out above.
3. A personal research plan that engages effectively with opportunities for research funding, impact, recruitment of PhD students and producing world-class academic outputs. (maximum 2 pages).
4. A short teaching statement outlining experience and potential to contribute to core teaching within the Department (maximum one page).
5. Two of your most significant pieces of research focused written work, all of which published or submitted since 2014. Where submitting monographs or books please indicate a chapter within this which best represents the piece. Readings will be
assessed according bearing in mind the criteria outlined in the Research Excellence Framework.

Your work should be uploaded as PDFs as part of your application in our recruitment system. Please ensure that your PDFs are not larger than 2mb. Please note that your work may be read by colleagues from across the Department and evaluated against the current REF criteria;

Please save all application documents with your name and document type as PDF files.

*We will notify you on the status of your application at various points throughout the selection process, via automated emails from our e-recruitment system. Please check your spam/junk folder periodically to ensure you receive all emails.*

**Referees**
You should provide details of 3 academic referees and the details of your current line manager so that we may seek an employment reference (if they are not listed as an academic referee). Please note:

- We shall via greenbean by NRG seek the academic references during the application process. Academic referees should not (if possible) include your PhD supervisor(s) and a majority should be from a University other than your own (save for early career applicants applying for their first post). **We would ask that you alert your academic referees to this application as soon as possible, and provide them with a copy of the CV you submit with your application**, so that we can quickly obtain references should you be progressed to the long list stage. As part of your application you will be asked whether you give your consent to your academic references being sought at the longlisting stage.
- Academic references sought for long-listed candidates may be made available to the panel during the shortlisting process.
- We will seek a reference from your current line-manager if we make you an offer of employment (albeit you may have also nominated your line manager as an academic referee). Please clearly indicate which referee is your current line-manager and please let us know if we should only approach them once an offer has been made.

**Next Steps**
All applications will be considered; our usual practice is for colleagues across the Department to read the submitted work of long-listed candidates.

Short-listed candidates will be invited to the University and will have the opportunity to meet key members of the Department. The assessment for the post will normally include a presentation to staff and students in the Department followed by an interview and we currently anticipate that the assessments and interviews will take place over two days in or around 31 March to 03 April 2020.

In the event that you are unable to attend in person on the date offered, it may not be possible to offer you an interview on an alternative date.

**About Durham University**
As one of the UK’s leading universities, Durham is an incredible place to define your career while enjoying a high quality work/life balance. We are home to some of the most talented scholars and researchers from around the world who are tackling global issues and making a difference to people's lives.
The University sits in a beautiful historic city where it shares ownership of a UNESCO World Heritage Site with Durham Cathedral. A collegiate University, Durham recruits outstanding students from across the world and offers an unmatched wider student experience.

Less than 3 hours north of London, and an hour and a half south of Edinburgh, County Durham is a region steeped in history and natural beauty. The Durham Dales, including the North Pennines Area of Outstanding Natural Beauty, are home to breathtaking scenery and attractions. Durham offers an excellent choice of city, suburban and rural residential locations. The University provides a range of benefits including pension and childcare provision and the University's Relocation Manager can assist with potential schooling requirements.

If you'd like to find out more about the University or relocating you and your family to Durham, please visit https://www.dur.ac.uk/jobs/recruitment/