Job Details

Job title: 3 Assistant Professors in Geophysics and Environmental Geoscience
Vacancy reference: EARTH18-51, EARTH19-1, EARTH19-2
Department: Earth Sciences
 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: 01 September 2019
Closing date: 30 October 2019 at 12pm midday
Preferred start date: Successful candidates will ideally be in post by 01 July 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 2020) with our students and world-leading academics delivering ground-breaking work. As part of our ambitious strategy, we are growing and we look forward to welcoming your application.

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. Durham is a small, beautiful and historic city less than 3 hours north of London and 1.5 hours south of Edinburgh. With short commutes, excellent schools and easy access to superb countryside and coast, it offers an excellent quality of life. You can choose to live in city, suburban or rural residential locations, all within 30 minutes of the University. The main cultural hub of NE England, Newcastle upon Tyne, is 15 minutes away, providing a diverse range of theatre, arts, music and cinema, and of course restaurants and bars.

If you would 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/.

The Department

Durham Earth Sciences is one of the best UK Earth Science departments with an outstanding reputation for excellence in teaching, research and both the satisfaction and employability of its students. It is regularly ranked in the top 5 of UK departments and is within the global top 30.

Our community is around 35 academic staff, 25 research & technical staff, and 10 professional service staff, working together to provide a vibrant atmosphere in which to teach and to undertake research. We work with around 80 PhD students and 250 undergraduate students.

Our research covers a spectrum of Earth Science disciplines around four broad themes: Solid Earth; Climate and Environmental Change; Geoenergy, Resources and Waste; Geohazards. We
recognise that we are living through a time of unprecedented change on Earth. Scientific understanding of geological hazards, sustainability, infrastructure, climate change, energy and natural resources is increasingly important to society. Our aims are therefore to help shape the future by providing the highest quality education for our students and to undertake research which is intrinsically excellent and which is relevant to society. We do this within a collegiate, collaborative and flexible working environment. We collaborate globally, and within Durham we work closely with both the Institute of Hazard, Risk and Resilience and the Durham Energy Institute.

Our research is underpinned by a wide range of analytical facilities that include state of the art geochemical, geophysical, rock mechanics, rheological and imaging facilities, many of which are detailed here. A very wide range of equipment is available elsewhere on campus.

The Department is committed to providing the highest level of education to its students, giving them the knowledge, skills and confidence to contribute positively to the world after they graduate. We provide research-led teaching with a large proportion of practical classes and a deep commitment to field-based teaching. Our students are highly sought after by a diverse range of employers.

The Department strives for a collegial, collaborative and flexible working environment and is a member of the Athena SWAN Charter, currently holding a departmental Bronze Athena SWAN award.

You can find more information about the department, its research and its facilities at https://www.dur.ac.uk/earth.sciences/.

Assistant Professors at Durham

We are looking to appoint three exceptional and collaborative colleagues as Assistant Professors, with research and teaching interests in the broad fields of either Geophysics or Environmental Geoscience. This includes but is not limited to subject areas such as Environmental Change; Earth Observation; Subsurface Investigation, Exploration or Remediation; Geohazards; Biogeoscience; and Digital Environment. These three posts offer a great opportunity to make a major contribution to the development of internationally excellent research and teaching while allowing you unrivalled opportunities to progress and embed your career in an exciting and progressive institution.

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. We respond sensitively and supportively to requests for flexible working, fractional contracts, shared parental leave, reasonable adjustments to work on health and other grounds.

Academic colleagues are supported to publish world-class research in their area of interest with a focus on quality in high impact journals. 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. We will provide support to develop your teaching expertise and to engage in teaching innovation to enhance our students’ 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 Professor in Geophysics or Environmental Geoscience

Applicants must demonstrate research excellence in either of the fields of Geophysics or Environmental Geoscience, with the ability to teach our students to an exceptional standard and to engage fully 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.

Key responsibilities:

• Offer lectures, seminars, practicals and tutorials at undergraduate and taught postgraduate levels, with the opportunity to teach more widely within the Department, as well as engaging in related activity such as assessment;
• Pursue research that is world-leading in terms of originality, significance and rigour, commensurate with the Department’s continuing emphasis on international excellence;
• Develop clear plans for the pursuit of suitable national and international funding opportunities to support research and end-user engagement;
• Play a role in relevant teaching and research supervision, and contribute to ongoing curriculum development;
• Contribute to enhancing the quality of the research environment in the Department, the wider University and beyond through collaborative research activity;
• Contribute to the administrative work, citizenship and values of the Department;
• Fully engage in and enhance the values of the Department;
• Contribute to attracting and supervising research students, and to enhance the Department’s commitment to its vibrant and international postgraduate culture.
• Carry out such other duties as specified by the Head of Department.

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 Earth Science, Geophysics, Environmental Science, 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
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 Earth Science, Geophysics, Environmental Science 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, complementing existing teaching provision within the Department and enabling 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. 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.
4. 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. Innovation – evidence of innovation 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.
4. 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. 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).

3. 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. Leadership - engagement 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).

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

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

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

Contact Information
Department contact for academic-related enquiries
Andrew Aplin: +44(0)1913342332; earthsci.hod@durham.ac.uk

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
Emma Taylor, HR Administrator (Recruitment)
Faculty of Science
emma.taylor@durham.ac.uk
+44 (0) 191 334 6517

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.

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.

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.
4. Two of your most significant pieces of written work, all of which published or submitted since 2014. *Where possible we request that you provide web links to these which the hiring Department will access to read your work. The application form contains fields in which to enter each of the web links.*

In the event you are unable to provide accessible links to online hosting of your work, 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; a teaching lecture to undergraduate students; discussions
with representatives of our research, teaching, Early Career and professional service staff; a formal interview. We anticipate that the assessments and interviews will take place over two days in February or early March.

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/](https://www.dur.ac.uk/jobs/recruitment/)