Research Fellow
Environment Department

Closing date: 29 October 2017
Interview date: TBC November
Vacancy reference: 6064
INTRODUCTION

The Environment Department aims to strengthen its research and has created this departmental research fellowship to attract an excellent scientist with an exciting research portfolio.
Main purpose of the role
- To contribute to and/or lead on the production of research outputs and research outcomes.
- To participate actively in the planning and management of research projects, including supervising the work of others and providing expert advice and guidance.
- To contribute to and/or lead the obtaining of external research funding.
- To contribute to the public understanding of research and scholarship.

Key responsibilities
(Role holders will be required to undertake some or all of the duties below)
- To participate actively in the planning and advancement of research programmes, duties to include: the management of small research projects or identified parts of a large project; the management of other research staff, support staff and research students to ensure that the project is successfully completed and that the researchers working on the project are supported in their personal and professional development; the management of research resources, ensuring that effective use is made of them.
- To write or contribute to publications or disseminate research findings, including public engagement to non-research specialist organisations using other appropriate media.
- Undertake peer review of research publications and actively contribute to the Research Excellence Framework (REF).
- To make presentations at conferences or exhibit work in other appropriate events.
- To develop ideas and necessary collaborations for application of research outcomes.
- To decide on research programmes and methodologies, often in collaboration with colleagues.
- To develop ideas for generating income and promoting the research area, including contributing to the process of securing external funding.
- Extend, transform and apply knowledge acquired from scholarship to research and appropriate external activities.
- To supervise postgraduate research students and mentor colleagues with less experience. Advising on their personal development and supporting them in developing their research techniques.
- To attend departmental meetings as required and undertake appropriate managerial and administrative tasks in connection with the research activity.
- To develop and initiate collaborative working internally and externally, and the fostering of internal and external networks in order to advance research and exploit opportunities for collaboration and funding sources.
## PERSON SPECIFICATION

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<thead>
<tr>
<th>Qualifications</th>
<th>Essential / Desirable</th>
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<tbody>
<tr>
<td>First degree in a relevant subject</td>
<td>Essential</td>
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<tr>
<td>PhD in a relevant subject</td>
<td>Essential</td>
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### Knowledge

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<tr>
<th>Knowledge</th>
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<tr>
<td>Knowledge in relevant subjects to engage in high quality research</td>
<td>Essential</td>
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<tr>
<td>Knowledge of a range of research techniques and methodologies</td>
<td>Essential</td>
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<td>Has research expertise in an area that will complement and enhance the department's research strategy and goals</td>
<td>Essential</td>
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### Interdisciplinary Interests

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<th>Interdisciplinary Interests</th>
<th>Desirable</th>
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### Skills, abilities and competencies

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<th>Skills, abilities and competencies</th>
<th>Essential / Desirable</th>
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<tbody>
<tr>
<td>Highly developed communication skills to engage effectively with a wide ranging audience, both orally and in writing, using a range of media</td>
<td>Essential</td>
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<tr>
<td>Ability to lead and/or take responsibility for a small research project or identified parts of a large project</td>
<td>Essential</td>
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<td>Ability to supervise the work of others, for example in research teams or projects</td>
<td>Essential</td>
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<td>Ability to write up research work for publication and onward dissemination</td>
<td>Essential</td>
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<td>Ability to persuade and influence project stakeholders</td>
<td>Essential</td>
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<td>Ability to develop research objectives, projects and proposals for own and joint research</td>
<td>Essential</td>
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<tr>
<td>Competency to conduct individual and collaborative research projects</td>
<td>Essential</td>
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<td>Ability to identify sources of funding and contribute to the process of securing funds, with collaborators if required</td>
<td>Essential</td>
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<td>Ability to extend, transform and apply knowledge acquired from scholarship to research and appropriate external activities</td>
<td>Desirable</td>
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<tr>
<td>Competency to make presentations at internationally recognised conferences or exhibit work in other appropriate events</td>
<td>Essential</td>
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<tr>
<td>Well developed analytical skills</td>
<td>Essential</td>
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<td>Ability to conduct and publish research of world-leading quality in terms of originality, significance and rigour.</td>
<td>Desirable</td>
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## PERSON SPECIFICATION

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<tr>
<th>Experience</th>
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<tr>
<td>Experience of undertaking publicly evidenced high quality research</td>
<td>Essential</td>
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<tr>
<td>Evidenced active participation in the planning and advancement of research projects</td>
<td>Essential</td>
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<tr>
<td>Proven ability to attract and obtain external research funding</td>
<td>Desirable</td>
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<tr>
<td>Successful management of research projects including supervision of the work of others and providing expert advice and guidance to teams</td>
<td>Desirable</td>
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<td>Evidence of dissemination of scholarly work which may include: the presentation of papers at conferences and workshops; participation in public engagement events to disseminate research; the publishing of chapters in text books; the publishing of papers; articles or reviews in academic journals or elsewhere; the development of websites</td>
<td>Essential</td>
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<tr>
<td>Some degree of previous professional experience at another institution (academic or non-academic)</td>
<td>Desirable</td>
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### Personal attributes

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<tr>
<td>Attention to detail and commitment to high quality</td>
<td>Essential</td>
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<tr>
<td>Collaborative ethos</td>
<td>Essential</td>
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<tr>
<td>Commitment to promoting the public understanding of research and scholarship</td>
<td>Essential</td>
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<td>Positive attitude to colleagues and students</td>
<td>Essential</td>
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<td>Willingness to work proactively with colleagues in other work areas/institutions</td>
<td>Essential</td>
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<td>Ability to plan and prioritise own work in order to meet deadlines</td>
<td>Essential</td>
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<tr>
<td>Commitment to personal development and updating of knowledge and skills both for themselves and the personal development of those they supervise</td>
<td>Essential</td>
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THE DEPARTMENT

The Environment Department

The Environment Department was established in 1992 to develop and disseminate the approaches required to address the complex environmental challenges facing society and has since grown to accommodate 31 academics, 7 technicians, 8 support staff, 16 postdoctoral researchers, 85 PhD students and 479 undergrads. The impact of our research in ecology and environmental science is ranked 2nd in the UK and 17th in the world (THES). In the 2014 REF 96% of our research was internationally recognised. Our guiding principle is that issues of sustainable development demand interdisciplinary research across the interface between natural, physical and social sciences. This interdisciplinary ethos is unique among university departments in the UK and the Department has established an international reputation for excellence and innovation at the forefront of environmental research. In recognition of the departments growth and its success the Department moved into a £12.5 million purpose built facility in January 2016. Further growth is planned through to 2020.

Our strength is augmented by the embedding of the Stockholm Environment Institute at York (http://www.york.ac.uk/sei/) into the Department and the establishment of the York Environmental Sustainability Institute (YESI) (http://www.york.ac.uk/yesi/). Both these groupings are co-located in our new Environment building, together with BioArch, a joint venture between Archaeology and Chemistry. YESI has been created to ensure that York’s world-leading researchers can operate in an inter-disciplinary setting to undertake the research needed to address major environmental issues. YESI incorporates environmental research across the Departments of Archaeology, Biology, Chemistry, Environment, Politics, Sociology, Social Policy and Social Work, and the York Law School. It integrates environmental research across these departments to tackle the major themes of: (1) Future food and fuel; (2) Global change; and (3) Sustainable environments. Physically, the new building captures the cross-disciplinary focus of the Department, occupying a lakeside location between the Departments of Biology and Sociology.

The interdisciplinary mission of the Environment Department is founded on a mix of environmental science, ecology, human and physical geography and environmental economics and policy. Research is focused within three themes: Understanding the causes and consequences of environmental change, Developing innovative solutions to environmental challenges and Engaging people with environmental challenges and solutions. All research themes have major impacts on national and international environmental policy, helping to shape the debate in a diversity of policy arenas. Our staff advise global policymakers including UNEP, FAO and
THE DEPARTMENT

WHO, support international NGO's such as WWF, and sit on national and international expert committees.

The Department conducts world-leading research on topics of global environmental importance. Our research is highly interdisciplinary across the natural and social sciences, ranging from atmospheric chemistry to environmental economics and policy analysis. Our funding comes from numerous sources, including research councils, national and international government agencies, charities and industry.

All members of academic staff participate in the activities of at least one of the three research themes in order to promote collaboration and knowledge exchange across the Department. The Stockholm Environment Institute York plays an important role in "Engaging people with environmental challenges and solutions" through its mission to translate science into policy at all scales from local to global. All academic staff are active within the York Environmental Sustainability Institute, a virtual grouping that has been very successful in fostering collaboration across the physical, natural and social sciences.

Teaching Programmes
The Department currently offers three professionally accredited undergraduate BSc degrees: Environmental Geography; Environmental Science; and Environment, Economics and Ecology and a BA in Human Geography and Environment that was introduced in 2015/16 and which is in the process of being accredited. All undergraduate programmes are offered as either Bachelors or Integrated Masters. At the postgraduate level, we offer four stand-alone MSc programmes: Corporate Social Responsibility and Environmental Management (joint with The York Management School); Environmental Economics and Environmental Management; Environmental Science and Management; and Marine Environmental Management. Our PhD programmes parallel these disciplines and also include a joint programme with the Department of Politics.

Stockholm Environment Institute at York
The Stockholm Environment Institute at York is one of six constituent centres of SEI, an independent, internationally renowned research organisation committed to the implementation of practices supportive of global sustainable development. The Swedish Government established the Stockholm Environment Institute in 1989 with the goal of encouraging sustainable development by linking basic scientific research and policy making. SEI has established an international reputation for rigorous and objective scientific analysis in the field of environment and development and has
THE DEPARTMENT

been recognised as one of the world’s top ten environmental ‘think tanks’ (fpri.org).

The SEI-York centre is located within the Environment Department at the University of York. In the UK, SEI-York has concentrated on issues related to consumption, production, individuals’ behaviour and the impacts of our affluent society on the environment. In developing countries, SEI-York staff work on atmospheric issues, from air pollution in urban centres to regional air pollution and its interaction with climate change. In Africa and Asia, York staff work at local scales, attempting to improve management of water resources in arid areas to improve agricultural yields.

The SEI-York centre has around 30 core members of staff from a variety of disciplines. In addition to research, they supervise postgraduate research students and participate in undergraduate and postgraduate teaching (http://www.york.ac.uk/sei/).

York Environmental Sustainability Institute

The York Environmental Sustainability Institute has been created to ensure that York’s world-leading researchers can operate in an interdisciplinary setting to undertake the research needed to tackle major environmental issues. YESI brings together researchers working on environmental questions across a broad range of disciplines and is open to all York researchers and their collaborators. Research undertaken by around 100 faculty is clustered within the themes of Future Food & Fuel, Global Change, and Sustainable Environments. Full details are available at http://www.york.ac.uk/yesi/.

Further information about the Department’s teaching, research and staff can be found on our website at: http://www.york.ac.uk/environment/

Equality and family-friendly working

The Environment Department is committed to supporting equality and diversity for all staff and students. In 2014 The Department successfully applied for a bronze Athena SWAN award for promoting women in science. The Athena SWAN Charter recognises and celebrates good employment practice for men, women and transgender staff working in all academic disciplines in higher education and research.

The University offers a broad range of flexible working policies (you may like to make this a web link to the flexible working policies page, which is open to all staff in the department and staff are encouraged to take advantage of. In addition, there are policies in place for those with responsibility for caring for disabled or elderly dependents;
THE DEPARTMENT

for adoption; maternity and paternity leave.

The University also offers an on-site nursery with the option salary sacrifice nursery fees via payroll. There is a similar child care voucher scheme which can be used to fund other forms of childcare. Social events are held for all categories of staff.

The Department provides support for all categories of staff in their applications for promotion, role reviews, awards and prizes and rewarding excellence nominations. The Department strives to address gender inequalities and ensure that there is a culture that supports equality and encourages better representation throughout the department. Support for women at all stages of their career is recognised as being extremely important.
Founded on principles of excellence, equality and opportunity for all, the University of York opened in 1963 with just 230 students. In 2017 it is the home of more than 17,000 students across more than 30 academic departments and research centres. Since opening over fifty years ago, we have become one of the world’s leading universities and a member of the prestigious Russell Group.

We are consistently recognised as one of the leading Higher Education Institutes and one of just six post-war universities which appear in the world top 100 (2013-14) and 15th in the Times & Sunday Times league table (2016). The University of York has won six Times Higher Education (THE) Awards and five Queen’s Anniversary Prizes.

The University is proud of its association with Athena SWAN, holding 12 awards in support of gender equality, representation and success for all, with gold awards for Chemistry and Biology and a University-wide bronze award.

Of 154 universities that took part in the Research Excellence Framework (REF) in 2014, The University of York ranked 14th overall and 10th for the impact of our research. The University is consistently in the top ten UK research universities and attracts over £60m a year of funding from research alone.

Our vision is to make the University of York a world leader in the creation of knowledge through fundamental and applied research, the sharing of knowledge by teaching students from varied backgrounds and the application of knowledge for the health, prosperity and well-being of people and society.
Attractive workplace

Centred around the picturesque village of Heslington on the edge of the city of York, our colleges are set in an attractive landscaped campus. York enjoys a safe, friendly atmosphere with facilities including bars, shops, theatres and concert halls all within easy walking distance.

The University has undergone an unprecedented period of expansion and renewal since 2000. We have invested in twenty new buildings on the original campus and have completed the first and second phases of a £750m campus expansion. Our investment in new colleges, teaching and learning spaces, laboratories, research facilities and a new sports village mean there has never been a better time to join us.

During this period of change we've worked hard to retain our friendly, informal and collegiate atmosphere, which is important to our core values of inclusivity and interdisciplinarity.

We have a thriving international community and are committed to providing staff moving to York with as much support as possible through our Relocation Package and Welcome Officers.

The University aims to offer a nurturing and supportive environment as an employer. Flexible working hours, nursery facilities, childcare vouchers, cycle to work scheme, generous holidays and an attractive pension scheme all make the University of York one of the region's leading employers.

For further information please visit our employee benefit pages.
THE CITY AND THE REGION

The City of York

Internationally acclaimed for its rich heritage and historic architecture, York’s bustling streets are filled with visitors from all over the world. Within its medieval walls you will find the iconic gothic Minster, Clifford’s Tower and the Shambles - just a few of the many attractions.

But York isn’t just a great place to visit - it’s also a great place to live and work. While nourishing a vibrant cosmopolitan atmosphere, York still maintains the friendly sense of community unique to a small city.

Visit [www.visityork.org](http://www.visityork.org) for more information on the city of York

Shopping, culture and entertainment

York boasts specialist and unique boutiques but also all the high street stores on its busy shopping streets. Alongside them you will find cinemas, theatres, an opera house, art galleries, a vast range of restaurants, live music venues and clubs. York is particularly renowned for its multitude of pubs and bars, from the modern to the medieval.

Housing and schools

Whether you choose to live close to the city, in one of the surrounding villages or further afield, you will find a wide range of housing within comfortable distance of York and the University. For families, the area has a range of excellent schools both in the state and independent sector.

Great location

York is one of Britain’s best-connected cities. Halfway between London and Edinburgh on the East Coast mainline, on intercity trains you can reach London King’s Cross in less than two hours and Edinburgh in two and a half hours. York is also well served by road links, and it is easily accessible from the A1, M1 and the M62.

For those travelling from overseas, Manchester Airport is two hours away and Heathrow Airport just three and a half. Flights from nearby Leeds Bradford Airport provide easy access to mainland Europe. By Eurostar from London St Pancras, Paris is just over six hours away.

Yorkshire

The Lonely Planet guide recently declared Yorkshire the third best region in the world to visit. There is something to cater to every taste, whether it be the rugged landscapes of the Moors or the Dales, the picturesque seaside towns of Scarborough and Robin Hoods Bay, the gothic architecture of Whitby or the vibrancy of cosmopolitan Leeds.
Apply online

- Go to https://jobs.york.ac.uk
- Find this job using reference 6064
- Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 29 October 2017.

What will I need?

You will need to upload:
- your CV
- a letter describing how you meet the requirements of the job

You will also need details of 3 referees.

Help and assistance

Direct any informal queries to roman.ashauer@york.ac.uk

If you have any questions about your application, contact the HR Services team:

recruitment@york.ac.uk
+44 (0)1904 324835