Lectureship in Plant Biology
Department of Biology

Closing date: 02 February 2018
Interview date: To be confirmed
Vacancy reference: 6279
INTRODUCTION

The Department of Biology at the University of York wishes to appoint an outstanding Lecturer in Plant Biology. We welcome applications from those in established positions, as well as individuals holding Independent Fellowships wishing to take up a proleptic lectureship. Your research interests will complement our existing strengths and should be outlined in a future research plan. Plant research could include cell signalling and development, molecular genetics and genomics, natural product biochemistry and metabolic engineering, which can also incorporate synthetic biology and molecular approaches to crop improvement. You will not be expected to undertake a full teaching and administrative load for the first two years, in order to establish a research base. The University of York seeks to ensure that research potential is maximised and our highly rated teaching quality and learning experience is maintained.

Research and teaching in the vibrant Department of Biology is of international excellence and global strategic importance. Plant Biology is a major area of strength within the Department, spanning from ecology to cell signalling, with expertise in developmental biology, modelling, physiology, biochemical genetics, genomics and metabolic engineering. You will join current staff with a mixed portfolio of funding, including UK research councils and charities, EU, overseas charities, governments and industry. There is a strong mix of basic and strategic research and we are ranked among the top ten UK departments for research excellence and 1st for impact outside of academia.

You will develop independent and creative research supported by successful grant writing and external funding. You will carry out individual and collaborative research, actively participate in research supervision, management and administration contributing to successful research outputs. You will also contribute to our undergraduate teaching by designing, developing, managing and delivering first-class teaching.

Skills, experience and qualifications

You will have a PhD or equivalent, a successful Postdoctoral career with an excellent publication record and the ability to demonstrate a strong track record and will be supported to emerge as outstanding and internationally competitive. We also seek a strong teaching and learning commitment where you will have either experience and knowledge of a range of teaching techniques or the willingness to complete a Postgraduate Certificate in Academic Practice. We seek to appoint an individual with the ability to drive internationally competitive research using cutting edge techniques and methodologies.

In complementing our strengths, you will have access to the Centre for Novel Agricultural Products (CNAP), which provides a focal point for strategic research. Additionally, there is access to the York Environmental Sustainability Institute (YESI), and the York Centre for Complex Systems Analysis (YCCSA), which together provide interdisciplinarity with like-minded departments on campus to examine systems-level problems.

Candidates are invited to contact Prof. Seth J. Davis (Chair of Plant Biology, seth.davis@york.ac.uk) or Prof. Katherine Denby (N8 Agrifood Resilience Programme Director, katherine.denby@york.ac.uk) for a confidential informal discussion pre-application. The post is available full-time, on an open contract basis.
Main purpose of the role

- To develop research objectives, projects and proposals and carry out individual or collaborative research projects
- To lead and contribute to the production of research outputs and research outcomes
- To design, develop and deliver teaching across a wide range of modules and/or within a particular programme or subject area
- To undertake effectively a range of administrative and managerial responsibilities

Key responsibilities

(Role holders will be required to undertake some or all of the duties below)

Research and Scholarship

- To develop and promote the research activities of the department by developing a personal research plan independently and/or in collaboration with others as part of a larger research team
- To plan, manage and undertake research activities in accordance with a specific project plan, and to manage and guide the work of staff and research students on own specialist area
- To develop innovative research proposals, identify and obtain external sources of funding
- To publish original research in appropriate journals or other relevant media as appropriate and attend international conferences for the purpose of disseminating research results or for personal development

Teaching and Promotion of Learning

- To develop innovative teaching materials, techniques and module design and take responsibility for the quality of the provision
- To plan, deliver and critically review a range of teaching and assessment activities
- To undertake academic supervision of students (including research students) and act as a research supervisor within own specialist subject area
- To set and mark practical sessions, supervisions, fieldwork and examinations and provide constructive feedback to students
- To identify areas where current teaching provision is in need of revision or improvement and propose and implement improvements

Management and Administration

- To undertake the duties of a Programme Director and Module Co-ordinator and be responsible for the design, development and management of departmental teaching modules
- To contribute to the recruitment and selection of research and teaching staff
- To contribute to the administration and management of the department
- To advise, supervise and give guidance to other departmental staff as appropriate
- To develop and build internal and external contacts

JOB DESCRIPTION

At a glance

Salary Grade 7—£38,832-£47,722 per year

Hours of work Full time—37 hours per week

Contract type Open contract

Based at Heslington Campus West
## PERSON SPECIFICATION

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<th>Essential / Desirable</th>
<th>Qualifications</th>
<th>Knowledge</th>
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<td>Essential</td>
<td>PhD or equivalent, preferably in plant sciences</td>
<td>Specialist knowledge in subject area</td>
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<td>Knowledge of a range of research techniques and methodologies</td>
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<td>Knowledge of a range of teaching techniques to enthuse and engage students</td>
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<td>Advanced and specialist IT knowledge</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>
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<td>Essential</td>
<td>Skills, abilities and competencies</td>
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<td>Ability to develop research objectives, projects and proposals</td>
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<td>Well-developed analytical skills</td>
<td>Highly developed oral and written communication skills, including ability to write and/or contribute to publications and/or to disseminate research findings using other appropriate media</td>
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<td>Ability to deliver presentations at conferences or exhibit work at other appropriate events internally and externally</td>
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<td>Ability to extend, transform, and apply knowledge from scholarship</td>
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<td>Ability to design teaching material and deliver either across a range of modules or within a subject area</td>
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<td>Ability to supervise the work of others, for example in research teams or projects or as an MSc PhD or postdoctoral supervisor</td>
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<td>Essential</td>
<td>Excellent  IT skills</td>
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<th>Essential / Desirable</th>
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<tr>
<td>Essential</td>
<td>Proven ability to contribute to high quality research which is publicly evidenced</td>
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<td>Desirable</td>
<td>Experience of taking responsibility for teaching and learning at undergraduate and ideally postgraduate level</td>
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<td>Desirable</td>
<td>Evidence of successful course planning, design and delivery across a range of modules, with exemplification of teaching materials</td>
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<td>Essential</td>
<td>Evidence of dissemination of research findings 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 construction of websites</td>
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### Personal attributes

| Essential             | Show attention to detail and commitment to high quality                                                                                   |
| Essential             | Display creativity, initiative and judgement in applying appropriate approaches to teaching, learning support and scholarly activities     |
| Essential             | Positive attitude to colleagues and students                                                                                              |
| Essential             | Willingness to work proactively with colleagues in other work areas/institutions                                                           |
| Essential             | Ability to plan and prioritise own work in order to meet deadlines                                                                     |
| Essential             | Commitment to personal development and updating of knowledge and skills                                                                    |
| Essential             | Collaborative ethos                                                                                                                      |
| Essential             | Show commitment to the department/university outside of their chosen field, for example undertaking management and administration duties |
The Department of Biology

Biology at York welcomes staff and students from around the world. We celebrate excellence, breadth and diversity across the spectrum of modern biology. We are proud to foster a supportive culture that allows all staff and students to reach their full potential. The Department of Biology has a research portfolio that spans ecology to structural biology, and the Department’s research has been judged world leading in biochemistry, chronic disease, microbiology, plant biology and ecology. Departmental research is focused around fundamental science research foci, which are Ecology and Evolution, Infection and Immunity, Microbiology, Plant Biology, Cell and Developmental Biology, Biochemistry and Biophysics, Molecular and Cellular Medicine and Bioinformatics and Mathematical Biology.

Following the 2014 REF the Department of Biology at York has again been placed in the Top 10 in the UK. It is 1st for impact outside academia - our research has had major influence on environmental policy, industry and health. This demonstrates our strengths across the biological sciences: from ecology to biochemistry, biotechnology and biomedical sciences.

Biology at York is in fourth place in the Guardian UK University Guide 2015 league table. The University of York is also ranked fourth place in the 2015 Complete University Guide.

The Department of Biology covers the spectrum of contemporary biological sciences with no internal barriers, and collaboration within the Department is strongly encouraged. Our Department comprises approximately 65 academic staff, 1 independently funded research fellow, 85 research associates, 170 support (technical, professional and administrative) staff, 180 graduate students, and approximately 863 undergraduates. Several senior positions are funded by charities or industry.

The Department has successfully continued to establish new laboratory space and refurbish our existing space. A new £6M teaching wing opened in 2014 and phase 2 of our expansion is currently under construction is due to open in 2016.

A further major £25M development included the establishment of the Technology Facility, which provides ready access to a wide range of cutting edge equipment, technology and associated expertise. With six specialist laboratories, 2,000m2 of laboratory space and dedicated Laboratory Heads and technicians, the Technology Facility is an integrated part of how we undertake research in the Department. The six laboratories comprise: Imaging and Cytometry, Proteomics, Genomics, Protein Production, Molecular Interactions, and Bioinformatics. Full details of the Technology Facility can be found at http://www.york.ac.uk/biology/technology-facility/
THE DEPARTMENT

The Department of Biology operates a set of family-friendly policies and welcomes applications that are made on a part-time and job share basis. We will do our best to accommodate such requests where possible.

Staff working patterns are flexible and a formal flexitime system is also in operation. We provide support and advice for staff taking maternity, paternity, adoption and parental leave, and the University has a nursery and a Child Care voucher scheme.

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.

The Biology Department at York has been awarded Gold by Athena SWAN, and is one of only three Departments to have achieved this highest level in the recent round of assessments. It is the first Biology Department in Britain to have received a Gold award. For further information please refer to our information on Athena Swan.

Further information about the department is available at: http://www.york.ac.uk/biology/

The Department hosts several research units or centres, including the Centre of Excellence in Mass Spectrometry (joint with Chemistry), the Yorkshire Cancer Research Unit and the Jack Birch cancer research unit. The Centre for Novel Agricultural Products (CNAP) is a centre of excellence for strategic research in the Department, with its national status as a major innovator in the use of renewable resources recognised in 2006 through the Queen's Anniversary Prize for Higher and Further Education. The aims of the Centre are to solve real-world problems concerning biorenewables, bioenergy, natural product discovery and development and environmental bioremediation through the sustainable use of plants and microbes.

The Bioscience Technology Facility is a unique resource providing a purpose-built facility for our world-class scientists and technologists working across six bioscience research capabilities. Collectively it brings together a unique range of expertise and equipment, and is recognised as a leading example of how to provide research support in the 21st Century. The focus is on six core areas: Bioinformatics, Genomics, Imaging & Cytometry, Molecular Interactions, Protein Production, and Proteomics. There are also dedicated facilities for studying ancient DNA, and researching palaeoecology, evolutionary origins and environmental change.

As befits a department of our size, we have an extensive support infrastructure underpinning our teaching and research. This includes teams in operational services; graphics; horticultural; supplies and goods services; and teaching laboratories technicians. We provide excellent animal house facilities and mechanical and electronic workshops. We also have in-house specialists in Health & Safety, Information technology (IT) and Human resources (HR). Expert help is available to assist with external funding proposals for research activities.

The quality of our teaching is of equal importance to our research and indeed the success of each feeds upon the other. The Biology Department places great emphasis on the quality of teaching and learning at both undergraduate and graduate levels. We are ranked highly in recent National Student Surveys and University league tables.

The undergraduate programme in the Biology Department comprises a BSc in Biology with a number of other specialist degrees: Genetics; Ecology, Biotechnology and Microbiology; Molecular Cell Biology. Other Biology programmes include a year in Industry or Europe, as well as integrated Masters degrees. As with all degree courses in the Department, students take a final year research project over two terms that currently contributes 20% to the degree classification. The Department sets great store by small-group teaching, and all 1st and 2nd year students receive a weekly tutorial in a group of four with a member of staff. In addition to lecturing, running practical classes and taking tutorials, other teaching contributions include supervision of both undergraduate and postgraduate research projects.

In 2014, the Department was awarded an Athena SWAN Gold Award that recognises our commitment to, and achievement in, developing excellent employment practices that support the career advancement of women working in science, engineering and technology (SET) in academia. In a survey undertaken as part of our 2013 Athena submission, more than 90% of academic staff and more than 97% of students regarded the Biology Department as a great place to work for both genders.

The Department of Biology operates a set of family-friendly policies and welcomes applications that are made on a part-time and job share basis. We will do our best to accommodate such requests where possible. Staff working patterns are flexible and a formal flexitime system is also in operation. We provide support and advice for staff taking maternity, paternity, adoption and parental leave, and the University has a nursery and a Child Care voucher scheme. The Department strives to address gender inequalities and ensure that there is a culture that supports equality and encourages better gender representation. Support for women at all stages of their career is recognised as being extremely important.
THE UNIVERSITY

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 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](https://jobs.york.ac.uk)
- Find this job using reference 6279
- Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 02 February 2018.

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 Prof. Seth J. Davis (Chair of Plant Biology, seth.davis@york.ac.uk) or Prof. Katherine Denby (Academic Director of the N8 Agrifood Resilience Programme, katherine.denby@york.ac.uk)

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

recruitment@york.ac.uk

+44 (0)1904 324835