Reader in Haematology
Department of Biology

Closing date: 2 July 2018
Interview date: 27 July 2018
Vacancy reference: 6719
INTRODUCTION

The integration of haematology with established strengths in immunology and infection is a key aim for the newly formed York Biomedical Research Institute (YBRI) and the Department of Biology. Applications are, therefore, invited for a reader in haematology to join the Department of Biology and strengthen the Immunology, Haematology and Infection theme in YBRI. We are seeking a high-calibre researcher in the fields of haematopoiesis, haematopoietic stem cell biology and/or myeloproliferative neoplasms. The successful candidate will lead their own programme of internationally excellent research and engage with collaborative research with other members of YBRI and the Department of Biology.
At a glance

Salary Grade 8 / £49,149 - £60,410 a year

Hours of work Full time; 37 hours a week

Contract type Open

Based at Heslington, Campus West

The successful candidate will be a dynamic research leader with a proven track record, evidenced by publications and funding in the field of haematology, haematopoiesis, haematopoietic stem cells (HSCs) and/or haematological malignancies. We welcome applicants with interests in HSC transcriptomics with the potential to encompass key questions in myeloproliferative neoplasms, immunohaematology and haematological manifestations caused by infectious disease. The successful applicant will also be expected to take on teaching and administrative responsibilities commensurate with the position.

The position will be based in the Department of Biology and the York Biomedical Research Institute. It is essential that the appointee can integrate well into the institute and form collaborative research programmes with other members of the Department of Biology and the University.

The appointee is expected to lead internationally-renowned haematology research in haematology and establish independent research projects on key biomedical and translational questions.

Main purpose of the role

- To generate new research approaches and identify, adapt, develop and use research methodologies and techniques appropriate to the type of research and development undertaken
- To lead on and/or contribute to the production of research outputs and research outcomes
- To publish high impact research in quality journals, either as a sole author or in collaboration with others, and to devise, direct and develop research projects generating external research funding.
- To take responsibility for overseeing, developing and promoting innovative teaching and learning approaches and material, which create interest, understanding and enthusiasm amongst students

- To lead the design, development and delivery of a range of academic modules and ensure that design and delivery comply with the quality standards and regulations of the Department and University
- 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 obtain new knowledge by theoretical and/or practical methods. To engage actively in research at a high level and to demonstrate intellectual leadership and achieve high visibility in the field, at national and international level
- To enhance haematology research within the university by driving new research projects, but also integrating with previously established research for example, in myeloproliferative neoplasms, immunology and infection.
- To lead innovative research proposals, identify sources of funding, submit funding bids, and plan the research activities to be undertaken
- To ensure appropriate dissemination of research to a national or international audience by scholarly publication or other outputs appropriate to the relevant academic discipline
- To develop national and international research links and use expertise, experience and judgement to decide how to design and execute research work.
- To engage in external academic activities in accordance with the department/university research strategy and to monitor research findings with a view to maximising impact and opportunities for commercial exploitation
- To plan, co-ordinate and lead research activities in accordance with a specific project plan through a research team or a group of staff involved in research. To manage the financial and physical resources of research activities and make decisions on the appointment of research staff and students
JOB DESCRIPTION

Teaching and Promotion of Learning

- To continually update knowledge and understanding in the field or specialism. To extend, transform and apply knowledge acquired from scholarship.
- To contribute to innovations in teaching and learning through the development of academic programmes and by developing innovative and appropriate teaching techniques and materials which create interest, understanding and enthusiasm amongst students
- To set and mark programme work, practical sessions, supervisions, fieldwork and examinations according to own area of subject specialism, and provide appropriate feedback to students
- To supervise, mentor and guide the work of staff and research students

Management and Administration

- To contribute to the wider academic community general life and work of the University through, for example, editing journals, refereeing papers, external examining, and involvement in professional bodies
- To support, supervise, train and direct students and other staff, as necessary, to maximise the research activity and outputs. This may include the line management of staff, including performance management and development responsibilities
- Contribute to the recruitment and selection of research, teaching and other staff
- Contribute to the administration and management of the department to facilitate the effective operation of the department and programmes of study
## PERSON SPECIFICATION

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<th>Qualifications</th>
<th>Essential / Desirable</th>
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<tr>
<td>PhD in Biology, Biochemistry or equivalent experience</td>
<td>Essential</td>
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<td>Appropriate academic professional and teaching qualifications or a willingness to complete the Postgraduate Certificate in Academic Practice</td>
<td>Essential</td>
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<td>Demonstrate substantial intellectual distinction with a sustained contribution in research and scholarship, that bestows considerable external recognition</td>
<td>Essential</td>
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<td>Outstanding qualities and achievements in scholarship and research at a national and international level</td>
<td>Essential</td>
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### Knowledge

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<tr>
<td>Knowledge in haematology, haematopoiesis, haematopoietic stem cells, and myeloproliferative neoplasms</td>
<td>Essential</td>
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<td>Well-established reputation in haematology that will complement and enhance the department’s and</td>
<td>Essential</td>
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<td>Knowledge of the research in the Department of Biology</td>
<td>Essential</td>
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<td>Knowledge in haematology to design &amp; develop teaching programmes and the provision of learning support</td>
<td>Essential</td>
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<td>Well-established national and international reputation in subject area</td>
<td>Essential</td>
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<td>Specific knowledge of haematology and haematopoietic stem cells that would enable supervision of undergraduate and postgraduate students and research staff</td>
<td>Essential</td>
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<td>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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### Skills, abilities and competencies

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<tr>
<td>Ability to provide academic leadership in research area and to lead a research team where appropriate</td>
<td>Essential</td>
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<td>Appropriate level of skill in the use of IT</td>
<td>Essential</td>
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<td>Ability to motivate other staff in the areas of teaching and research</td>
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<td>Highly developed oral communication skills, including the ability to teach at any level within area of expertise, and across a range of subjects at a more introductory level, and demonstrate enthusiasm and commitment in the process of teaching</td>
<td>Essential</td>
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<td>Proven ability to take a leading role in the supervision of research students</td>
<td>Essential</td>
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<td>Ability to demonstrate major research leadership both internally and externally</td>
<td>Essential</td>
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<td>Ability to write and deliver presentations at conferences or exhibit work at other appropriate events internally and externally</td>
<td>Essential</td>
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<td>Excellent written communications skills, to write or contribute to publications or disseminates research findings using other appropriate media</td>
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<td>Ability to extend, transform, and apply knowledge from scholarship</td>
<td>Essential</td>
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## PERSON SPECIFICATION

| Ability to design teaching material and deliver either across a range of modules or within a subject area | Essential |
| Experience in a leadership role either in teaching or research | Essential |
| Experience of using different delivery techniques to enthuse and engage students | Essential |
| Evidence of successful planning and course design | Essential |
| Leadership skills | 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 |
| Show commitment to the department/university outside of their chosen field, for example undertaking management and administration duties | Essential |
| Commitment to personal development and updating of knowledge and skills | Essential |
| Collaborative ethos | Essential |
Our department welcomes staff and students from around the world. We celebrate excellence, breadth and diversity across the spectrum of modern biology.

Our research is focused around fundamental science research foci, which are Cell and Developmental Biology, Molecular and Cellular Medicine, Bioinformatics and Mathematical Biology, Infection and Immunity, Ecology and Evolution, Microbiology, Biochemistry and Biophysics and Plant Biology. The Department has successfully continued to establish state-of-the-art laboratory space and maximise our existing space and a new teaching building opened in Autumn 2016. In the 2014 Research Excellence Framework (REF) exercise, the Department of Biology was again placed in the top 10 in the UK. We are ranked 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. The Department of Biology covers the spectrum of contemporary biological sciences with no internal barriers, and collaboration internally and externally is strongly encouraged. Our Department comprises >70 academic and teaching staff, >100 research associates, >140 professional support staff (technical and administrative), 180 graduate students, and approximately 860 undergraduates. Several senior positions are funded by charities or industry.

Although we are a research-intensive department, our teaching is equally important, and the University holds a Silver Teaching Excellence Framework (TEF) award. Our teaching in the department consistently ranks highly which is reflected in our achievements in the National Student Survey (NSS). We are preparing for departmental TEF awards in 2020. Our aim is to maintain a collegiate atmosphere where academic practice encompasses equitably distributed research, teaching and administrative duties throughout the staff group. Our staff are enthusiastic about interacting with students and have a commitment to delivering high-quality teaching and developing and applying innovative and appropriate teaching techniques using material which creates interest, understanding and enthusiasm amongst students. Staff carry out on-going curriculum review, the review of module content and materials and contribute to the development of teaching and learning strategies.

We currently offer the following degrees within the Department:
BSc/MBiol Biology
BSc/MBiol Ecology
BSc/MBiol Genetics
THE DEPARTMENT

MSc Biodiversity, Ecology and Ecosystems
BSc/MBiochem Biochemistry
BSc/MBiol Molecular Cell Biology
BSc/MBiol Biotechnology and Microbiology
MSc Industrial Biotechnology
BSc/MBiomedSci Biomedical Science
MSc Molecular Medicine
MSc By Research
MPhil
PhD

In addition we run a prestigious BBSRC funded Doctoral Training Partnership (DTP) which brings together the very best molecular, chemical and cellular bioscience research across the White Rose Consortium of Universities (Leeds, Sheffield and York), which maps on to the research themes of the BBSRC. Students benefit from a regional PhD training programme that has interdisciplinary collaboration at its core. This enables students to develop a range of research skills in biological and biochemical areas as well as equip them with core mathematical, data analysis and generic professional skills that are necessary for bioscience research in the coming decades.

As befits a department of our size, we have extensive professional support services which underpin our teaching and research. This includes teams in operational services; horticulture; stores and logistics and teaching laboratory technicians. We provide excellent biological services facilities and mechanical and electronic workshops. We also have administration teams which cover; Health and Safety; Research support to assist with external funding proposals for research activities; a Student and Academic Services team in place to support academic staff and students; a core Department Management Team Hub who support a broad range of administrative processes in order to facilitate the smooth running of departmental activity.

We also have our Bioscience Technology Facility which 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. The Department has a dedicated bioinformatics support team within the Technology Facility who can provide help and assistance with a wide range of bioinformatics software.
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 and the University has a nursery on site. We are proud to foster a supportive culture that helps staff and students reach their full potential and we embrace equality, diversity and inclusion as well as the values of the Athena SWAN Charter in all our departmental activities. Our philosophy is that poor working practices discriminate disproportionately against women whereas good practices support all. We have a Gold Athena SWAN award in recognition of our culture, ethos and activity.
Founded on principles of excellence, equality and opportunity for all, the University of York opened in 1963 with just 230 students. In 2018 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 are ranked 16th in the Times & Sunday Times league table (2017). 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 is committed to promoting a diverse and inclusive community - a place where we can all be ourselves and succeed on merit. We offer a range of family friendly, inclusive employment policies, flexible working arrangements, staff engagement forums, campus facilities and services to support staff from different backgrounds.

For further information please visit our [employee benefit pages](#).
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 6719
- Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 2 July 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 Professor Jennifer Potts
Email: jennifer.potts@york.ac.uk Tel: +44 (0)1904 328679 or Professor Jeremy Mottram Email: jeremy.mottram@york.ac.uk Tel: +44 (0)1904 328869.

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

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