Lecturer in Environment and Development
Environment and Geography Department

Closing date: 10 October 2018
Interview date: To be confirmed
Vacancy reference: 7008
INTRODUCTION

The Environment Department is seeking a suitably qualified individual to contribute to the continued growth of research and teaching in environment and development at York and to play an active role in the Interdisciplinary Global Development Centre, contributing to the development of a new undergraduate course in Global Development. You should have a background in an aspect of environment and development and the successful candidate will be able to demonstrate a commitment to interdisciplinary research to address global environmental challenges and identify potential synergies with existing strengths. The successful candidate will be expected to play a full part in the Environment Department’s Research Excellence Framework (REF) submission.
Main purpose of the role

- To develop research objectives, projects and proposals and carry out individual or collaborative research projects
- To lead on and/or 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 obtaining 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 work with academics in other Departments to develop a new BA in Global Development
- 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 work with colleagues in other Departments to develop a BA in Global Development
- 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
## PERSON SPECIFICATION

<table>
<thead>
<tr>
<th>Qualifications</th>
<th>Essential / Desirable</th>
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<tr>
<td>PhD in environment and development, 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>
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### Knowledge

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<th>Knowledge</th>
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<tr>
<td>Specialist knowledge in subject area</td>
<td>Essential</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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<tr>
<td>Has research expertise in an area that will complement and enhance the Department's research strategy and goals</td>
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### Skills, abilities and competencies

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<th>Skills, abilities and competencies</th>
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<tr>
<td>Ability to develop research objectives, projects and proposals</td>
<td>Essential</td>
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<td>Well-developed analytical skills</td>
<td>Essential</td>
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<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>
<td>Essential</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 post-doctoral supervisor</td>
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<td>Excellent IT skills</td>
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# PERSON SPECIFICATION

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<th>Experience</th>
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<tr>
<td>Proven ability to contribute to high quality research which is publicly evidenced</td>
<td>Essential</td>
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<td>Experience of taking responsibility for teaching and learning at undergraduate and ideally postgraduate level</td>
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<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>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>
<td>Essential</td>
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## Personal attributes

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<tr>
<td>Show attention to detail and commitment to high quality</td>
<td>Essential</td>
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<td>Display creativity, initiative and judgement in applying appropriate approaches to teaching, learning support and scholarly activities</td>
<td>Essential</td>
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<td>Positive attitude to colleagues and students</td>
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<td>Enthusiasm to work proactively with colleagues in other disciplinary work areas/institutions</td>
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<td>Ability to plan and prioritise own work in order to meet deadlines</td>
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<td>Commitment to personal development and updating of knowledge and skills</td>
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<td>Collaborative ethos</td>
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<td>Show commitment to the department/university outside of their chosen field, for example undertaking management and administration duties</td>
<td>Essential</td>
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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 33 academics, 7 technicians, 7 support staff, 11 postdoctoral researchers, 80 PhD students and 450 undergrads. 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 Department's growth and its success, the Department has recently moved into a £12.5 million purpose-built building. Further growth is planned through to 2020. We have identified Environment facing social sciences as a focus for much of this growth and launched our Human Geography and Environment degree in 2015. We also deliver a degree in “Environment, Economics and Ecology” that remains unique in the UK with its coupling of environmental economics and applied ecology.

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) Sustainable food; (2) Resilient ecosystems; and (3) Urban living. 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 WHO, support international NGOs such as WWF, and sit on national and international expert committees.
The Environment Department has a reputation as a friendly and collegiate place to work and study and this is frequently commented on by new staff, visitors, and students via feedback such as the National Student Survey. The University as a whole matches this ethos. It has retained a very flat management structure that actively encourages cross-departmental collaboration and seeks to remove any obstacles to cross-disciplinary working.

The Environment Department is committed to supporting equality and diversity for all staff and students. The Department was awarded a bronze Athena Swan award in 2014 and has just submitted its application for a silver award. The Athena SWAN Charter recognises and celebrates good employment practice for women working in science, engineering and technology (SET) in higher education and research.

The Department operates a set of family-friendly policies. Staff working patterns are flexible and a formal flexible working scheme is also in operation. The Department has a maternity and paternity leave policy to help provide support for staff and the University has a nursery and a Child Care voucher scheme. 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.

Departmental Research

The Department conducts world-leading research on topics of global environmental importance and is a QS top 200 department (2016). 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 both Environmental Health and Ecosystems and Society 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 been recognised as the world’s top environmental ‘think tank’ (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/).

Interdisciplinary Global Development Centre

The Interdisciplinary Global Development Centre is a major new interdisciplinary centre for research, teaching and partnership for global development based at the University of York. Led by the Departments of Politics, Environment and History, the IGDC works across and beyond the University to collaborate with partners worldwide to create new interdisciplinary and innovative approaches to tackle global challenges.

The IGDC’s vision is to promote interdisciplinary research and engagement that contribute to a transformative agenda that is equitable, fair and sustainable, and places people and environment at the centre of policy responses to global development. The strength of the IGDC lies in its core values.
and it strives to apply these to all that it does: developing a transformative agenda through an interdisciplinary approach; promoting the needs of the most vulnerable or disadvantaged groups in society; placing people and the environment at the heart of development; and placing people and the environment at the heart of development.

The IGDC conducts interdisciplinary research that will feed into policymaking at all levels - international, regional, national and local – and promote the needs of the most vulnerable groups in society. IGDC research currently focuses on citizenship, governance, health and wellbeing, sustainability and development alternatives. The IGDC supports citizenship for global development through its teaching programmes and student placements and through its commitment to research for the benefit of communities and disadvantaged social groups.

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/
THE UNIVERSITY

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](https://jobs.york.ac.uk)
- Find this job using reference 7008
- Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 10 October 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 4 referees.

Help and assistance

Direct any informal queries to piran.white@york.ac.uk

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

recruitment@york.ac.uk

+44 (0)1904 324835