Lecturer
Department of Environment and Geography

Closing date: 1 April 2019
Interview date: week commencing 22 April 2019
Vacancy reference: 7376
The Department of Environment and Geography continues to grow rapidly. It moved into its new £12.5M building at the heart of York’s Heslington West campus at the start of 2016, has grown its academic staff by 8 FTE since 2014 and runs four undergraduate and four MSc degree programmes. We are seeking to appoint a further Environmental Scientist to our staff who will have a commitment to excellence in research and teaching and who will complement and extend our existing research in areas such as the fate and behaviour of emerging contaminants or biogeochemistry although applicants in other area of the environmental sciences will also be considered. Candidates could be primarily field- or laboratory-based scientists or modellers and will have knowledge of a range of research techniques and methodologies. Opportunities exist across the university to engage with our Environmental Sustainability Institute (YESI) and our Interdisciplinary Global Development Centre (IGDC) and our Research themes such as “Environmental sustainability and resilience” and “Health and Wellbeing”.

**Professor Mark Hodson**

Head of the Department of Environment and Geography
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 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
## PERSON SPECIFICATION

<table>
<thead>
<tr>
<th>Qualifications</th>
<th>Essential / Desirable</th>
</tr>
</thead>
<tbody>
<tr>
<td>PhD in a subject relevant to the Environmental Sciences or equivalent experience</td>
<td>Essential</td>
</tr>
<tr>
<td>Appropriate academic professional and teaching qualifications or a willingness to complete the Postgraduate Certificate in Academic Practice</td>
<td>Essential</td>
</tr>
<tr>
<td>Knowledge</td>
<td>Essential</td>
</tr>
<tr>
<td>Specialist knowledge in subject area</td>
<td>Essential</td>
</tr>
<tr>
<td>Knowledge of a range of research techniques and methodologies</td>
<td>Essential</td>
</tr>
<tr>
<td>Knowledge of a range of teaching techniques to enthuse and engage students</td>
<td>Essential</td>
</tr>
<tr>
<td>Advanced and specialist IT knowledge</td>
<td>Essential</td>
</tr>
<tr>
<td>Has research expertise in an area that will complement and enhance the department’s research strategy and goals</td>
<td>Essential</td>
</tr>
<tr>
<td>Knowledge of research funding issues and opportunities in the UK and internationally</td>
<td>Essential</td>
</tr>
<tr>
<td>Skills, abilities and competencies</td>
<td>Essential</td>
</tr>
<tr>
<td>Ability to develop research objectives, projects and proposals</td>
<td>Essential</td>
</tr>
<tr>
<td>Well-developed analytical skills</td>
<td>Essential</td>
</tr>
<tr>
<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>
</tr>
<tr>
<td>Ability to deliver presentations at conferences or exhibit work at other appropriate events internally and externally</td>
<td>Essential</td>
</tr>
<tr>
<td>Ability to extend, transform, and apply knowledge from scholarship</td>
<td>Essential</td>
</tr>
<tr>
<td>Ability to design teaching material and deliver either across a range of modules or within a subject area</td>
<td>Essential</td>
</tr>
<tr>
<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>
<td>Essential</td>
</tr>
<tr>
<td>Excellent IT skills</td>
<td>Essential</td>
</tr>
</tbody>
</table>
# PERSON SPECIFICATION

<table>
<thead>
<tr>
<th>Experience</th>
<th>Essential / Desirable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proven ability to contribute to high quality research which is publicly evidenced</td>
<td>Essential</td>
</tr>
<tr>
<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>
</tr>
<tr>
<td>Evidence of successful course planning, design and delivery across a range of modules, with exemplification of teaching materials</td>
<td>Desirable</td>
</tr>
<tr>
<td>Experience of taking responsibility for teaching and learning at undergraduate and ideally postgraduate level</td>
<td>Desirable</td>
</tr>
<tr>
<td>Evidence of securing research funding</td>
<td>Desirable</td>
</tr>
</tbody>
</table>

**Personal attributes**

<table>
<thead>
<tr>
<th></th>
<th>Essential / Desirable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Show attention to detail and commitment to high quality</td>
<td>Essential</td>
</tr>
<tr>
<td>Display creativity, initiative and judgement in applying appropriate approaches to teaching, learning support and scholarly activities</td>
<td>Essential</td>
</tr>
<tr>
<td>Positive attitude to colleagues and students</td>
<td>Essential</td>
</tr>
<tr>
<td>Willingness to work proactively with colleagues in other work areas/institutions</td>
<td>Essential</td>
</tr>
<tr>
<td>Ability to plan and prioritise own work in order to meet deadlines</td>
<td>Essential</td>
</tr>
<tr>
<td>Commitment to personal development and updating of knowledge and skills</td>
<td>Essential</td>
</tr>
<tr>
<td>Collaborative ethos</td>
<td>Essential</td>
</tr>
<tr>
<td>Show commitment to the department/university outside of their chosen field, for example undertaking management and administration duties</td>
<td>Essential</td>
</tr>
</tbody>
</table>
The Department of Environment and Geography was established in 1992 to develop and disseminate the approaches required to address the complex environmental challenges facing society and is a leading centre for teaching and research on sustainable solutions to the world's environmental issues. The department currently comprises 37 academics, 7 technicians, 8 support staff, 11 postdoctoral researchers, 90 PhD students, 70 Masters students and 510 undergraduates. In the 2014 REF 96% of our research was internationally recognised. Our guiding principle is that to understand the environment and to develop solutions to current and future environmental challenges requires 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.

Our strength is augmented by the embedding of the Stockholm Environment Institute at York ([http://www.york.ac.uk/sei/](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/](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, Biology 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. Additionally the department is a co-founder (together with the Departments of Politics and History) of the University's new Interdisciplinary Global Development Centre. 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 Department of Environment and Geography 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
THE DEPARTMENT

and international environmental policy, helping to shape the
debate in a diversity of policy arenas. Our staff advise global
collectors including UNEP, FAO and WHO, support
international NGOs such as WWF, and sit on national and
international expert committees.

The 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 Department is committed to supporting equality and
diversity for all staff and students. The Department was
awarded a bronze Athena Swan award in 2014 which was
renewed in 2017. 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.

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. 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. A
further Masters programme focussed on Sustainable is
currently being developed in collaboration with the
Department of Archaeology. Our PhD programmes parallel
these disciplines and also include a joint programme with the
Department of Politics.
The department has access to a wide range of analytical facilities both in house (e.g. ICP-OES, GC-MS, FTIR, EA-IRMS, HPLC, microscope suite etc) and via centrally provided facilities including the Bioscience Technology Facility (https://www.york.ac.uk/biology/technology-facility/), the Centre of Excellence in Mass Spectrometry (https://www.york.ac.uk/mass-spectrometry/), the York JEOL Nanocentre (https://www.york.ac.uk/nanocentre/) and the Viking cluster (https://www.york.ac.uk/it-services/research-computing/viking-cluster/) for high end computing needs.

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 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 Sustainable food, Resilient ecosystems and Urban living. Full details are available at http://www.york.ac.uk/
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 Geography 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 vision of the IGDC 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 IGDC will be launching a new degree programme in Development shortly. Full details are available at https://www.york.ac.uk/igdc/

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 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 7376
- Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 1 April 2019.

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 three referees.

Help and assistance

Direct any informal queries to mark.hodson@york.ac.uk

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

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