Research Associate in Sea-Level Studies

Department of Environment and Geography

Closing date: 31 May 2019
Interview date: 27 June 2019
Vacancy reference: 7514
INTRODUCTION

The department requires a postdoctoral research associate in sea-level studies to work with the new Head of Department, Professor Roland Gehrels. The post has been created to allow continuation of ongoing research activities during the 48 months of the headship tenure. The successful candidate will work in a small sea-level research team consisting of two other PDRAs and five PhD students. In collaboration with other members of the research group, the successful candidate will take the lead on relevant research projects, publications and conference presentations. They are also expected to pursue their own research interests while teaching opportunities are available to develop the teaching skills of the researcher. As such this post should provide an ideal springboard for a future academic career.
Main purpose of the role

- To conduct research under the supervision of the Head of Department and to contribute to the production of research
- To assist in the identification and development of research

Key responsibilities

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

- To conduct individual and collaborative research projects, duties to include: analysis and interpretation of research data; use of appropriate research techniques and methods; writing up of research results and dissemination through publications, seminar and conference presentations and public engagement and outreach activities; contributing to the identification of possible new areas of research
- To contribute to the preparation of research proposals and applications to external bodies
- To undertake appropriate organisational and administrative activities connected to the research project, including conference organisation, and the development of promotional or educational material including website maintenance and development
- To develop and initiate collaborative working internally and externally, duties to include: the building of internal contacts and participation in internal networks; collaboration with colleagues on joint projects as required; participation in and identification of external networks in order to share information and identify potential opportunities for collaboration and possible sources of funding; attendance at and contribution to relevant meetings
- To provide guidance to other staff and students, as required, as well as coordinating the work of small research teams
- To assist with undergraduate teaching in own area of expertise.
## PERSON SPECIFICATION

<table>
<thead>
<tr>
<th>Qualifications</th>
<th>Essential / Desirable</th>
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<tbody>
<tr>
<td>First degree in Geography, Geology, Earth Sciences, Environmental Science or other relevant subject</td>
<td>Essential</td>
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<tr>
<td>PhD in Geography, Geology, Earth Sciences, Environmental Science or other relevant subject or equivalent experience</td>
<td>Essential</td>
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### Knowledge

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<tr>
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<tbody>
<tr>
<td>Knowledge of coastal studies and salt marshes to engage in high quality research</td>
<td>Essential</td>
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<tr>
<td>Knowledge of a range of research techniques and methodologies</td>
<td>Essential</td>
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<tr>
<td>Has research expertise in an area that will complement and enhance the department’s research strategy and goals</td>
<td>Essential</td>
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<tr>
<td>Knowledge of sea-level research, in particular sea-level reconstructions from salt-marsh sediments</td>
<td>Essential</td>
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<tr>
<td>Skilled in quantitative sea-level reconstruction techniques, including the application of microfossil-based transfer functions</td>
<td>Essential</td>
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<tr>
<td>Knowledge of the causes and consequences of sea level rise</td>
<td>Desirable</td>
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### Skills, abilities and competencies

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<th>Essential / Desirable</th>
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<tbody>
<tr>
<td>Highly developed communication skills to engage effectively with a wide ranging audience, both orally and in writing, using a range of media</td>
<td>Essential</td>
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<tr>
<td>Ability to write up research work for publication in high profile journals and engage in public dissemination</td>
<td>Essential</td>
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<tr>
<td>Ability to develop research objectives, projects and proposals for own and joint research, with the assistance of a mentor if required</td>
<td>Essential</td>
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<tr>
<td>Competency to conduct individual and collaborative research projects</td>
<td>Essential</td>
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<tr>
<td>Ability to identify sources of funding and contribute to the process of securing funds, with collaborators if required</td>
<td>Desirable</td>
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<td>Competency to make presentations at conferences or exhibit work in other appropriate events</td>
<td>Essential</td>
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### PERSON SPECIFICATION

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<tr>
<th>Experience</th>
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<tr>
<td>Experience of carrying out both independent and collaborative research</td>
<td>Essential</td>
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<tr>
<td>Experience of writing up research work for publication</td>
<td>Essential</td>
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<tr>
<td>Ability to work as part of a team and also to work independently using own initiative</td>
<td>Essential</td>
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<tr>
<td>Experience of designing and conducting fieldwork campaigns</td>
<td>Essential</td>
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<tr>
<td>Experience of conducting field research in coastal environments</td>
<td>Essential</td>
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<tr>
<td>Experience of sea level reconstruction</td>
<td>Essential</td>
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### Personal attributes

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<th>Essential / Desirable</th>
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<tbody>
<tr>
<td>Attention to detail and commitment to high quality</td>
<td>Essential</td>
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<tr>
<td>Collaborative ethos</td>
<td>Essential</td>
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<tr>
<td>Interest in and enthusiasm for the subject matter of the project(s)</td>
<td>Essential</td>
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<td>Positive attitude to colleagues and students</td>
<td>Essential</td>
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<tr>
<td>Willingness to work proactively with colleagues in other work areas/institutions</td>
<td>Essential</td>
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<tr>
<td>Ability to plan and prioritise own work in order to meet deadlines, including using initiative to plan research programmes</td>
<td>Essential</td>
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<tr>
<td>Commitment to personal development and updating of knowledge and skills</td>
<td>Essential</td>
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The Department of Environment and Geography was established in 1992 (as the Environment Department) and has since grown to accommodate 34 academics, 7 technicians, 8 administrative support staff, 12 postdoctoral researchers, >80 PhD students, >60 taught postgraduate students and >450 undergraduate students. 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 moved in 2016 to a £12.5 million purpose built building. Traditionally our largest undergraduate courses are Environmental Geography and Environmental Science. We have identified Environment facing social sciences as a focus for much of growth in the coming years and launched our successful 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 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
THE DEPARTMENT

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 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 and 2016. The Athena SWAN Charter recognises the advancement of gender equality: representation, progression and success for all. 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 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.

The Department currently offers four professionally accredited
undergraduate degrees: BSc Environmental Geography; BSc
Environmental Science; BSc Environment, Economics and
Ecology and a BA in Human Geography and Environment. 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.
THE UNIVERSITY

Founded on principles of excellence, equality and opportunity for all, the University of York opened in 1963 with just 230 students. In 2019 it is the home of more than 18,000 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 to have appeared in the world top 100. We were rated 22nd in the 2019 Times & Sunday Times league table. 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 multiple 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 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 7514
- Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 31 May 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 2 referees.

Help and assistance

Direct any informal queries to Professor Roland Gehrels at roland.gehrels@york.ac.uk

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

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