

Job Description: Associate Professor (Biosciences)

Post title and post number	Associate Professor (Biosciences)
College/Budget Centre	Life and Environmental Sciences
School/Department	Biosciences
Full time/Part time	FT
Duration of the Post	Open-ended
Salary	
Additional information	
Terms and Conditions	Academic Teaching Staff
Closing Date	
Grade	9

Background

We are seeking to appoint **Associate Professors** in the School of Biosciences at the University of Birmingham. Their scientific expertise can relate to the any of following areas: engineering biology, epigenetics, mycology, plant science, or RNA biology. Individuals whose research has a demonstrable impact outside academia or strong potential for translation and application are of particular interest. These positions are part of a strategic realignment of research in the School of Biosciences. Building on existing strengths in microbiology, plant science, environmental genomics and toxicology, as well as structural and molecular cell biology, the School is adopting three broad, challenge-led research priorities: Understanding the Rules of Life, Addressing Global Change, and Sustainable Biology.

The advertised post will be of the 'Research and Education' category. We are looking for excellence in research and education, plus a commitment to school service via good citizenship and leadership. We welcome innovative and impactful research in both fundamental and applied areas.

Evidence of a strong track record in publishing work of high academic quality and impact is essential, as is a track record of obtaining external research funding. Applicants should be able to demonstrate delivery of excellent and inclusive teaching and learning at all levels (i.e. undergraduate, postgraduate). Teaching may include a range of contributions, notably within our Biotechnology, Biochemistry, Biological Sciences, Human Sciences, and Microbiology programmes. Applicants are also expected to have a commitment to postgraduate research supervision. Successful candidates will participate in School activities and take on administrative responsibilities appropriate to their appointment.

There are significant opportunities for interdisciplinary collaboration across campus, via the Institute of Microbiology & Infection (IMI), the Birmingham Institute of Forest Research (BIFoR), the Centre for Environmental Research and Justice (CERJ), the Henry Wellcome Centre for Biomolecular NMR (HWB-NMR), the Birmingham Institute for Sustainability and Climate Action (BISCA) and the Institute for Data and AI (IDAI), as well as through global partnerships in Brazil, China, India, North America and Dubai.

Summary of Role

You will contribute to a range of research, teaching and administration activities. In addition, you will be expected to demonstrate academic citizenship, developing and maintaining generous, mutually respectful and supportive working relationships with all staff and students, and ensuring the way you carry out your role impacts positively on how others can carry out theirs.

Research will involve initiating, conducting and disseminating original scholarship. Your research will have measurable outcomes reflecting your growing national and international reputation. Teaching will include (a) contributing to the undergraduate and Masters teaching programmes (examples include BSc/MSci Biotechnology or MSc Molecular Biotechnology and their Management) and (b) enhancement of the student experience or employability that is of manifest benefit to the School and University.

Management and administration are likely to involve contributions at School and College level and making an important contribution to managerial and leadership activities (e.g. working groups) within the University. This will likely include developing and making substantial contributions to knowledge transfer, enterprise, business engagement, public engagement, widening participation, schools outreach, or similar activities at School level or further within the University.

Main Duties / Responsibilities

Education

You will contribute across the range of teaching and learning activities:

- making a significant contribution to the pedagogical knowledge base of the subject that advances teaching through the enhancement of practice, the development of teaching resources and/or through practice-based research;
- leading on the management and the development of approaches to teaching and learning, including designing innovative approaches to digital resources/environments and supporting colleagues to use them that are innovative to the subject area or institution;
- leading on curriculum design at module and programme level to ensure it is contemporary, inclusive, engaging and academically challenging;
- actively engaging students in curriculum design and sharing evidence of “what works”;
- making an impactful, high quality contribution to debates about education policy, methods and practices through internal and external publications, subject societies and conference activity;
- developing an external profile evidenced through engaging in external quality assurance activities related to teaching, eg. external examining and engaging with/supporting education in other institutions;
- playing an important and sustained role in the recruitment and admission of students;
- co-supervising doctoral students to completion;
- leading the development of teaching, learning and assessment policies and strategies;
- acting as an education mentor to colleagues in the School/Department/College or more widely;
- leading the development of new and appropriate approaches to learning and teaching. This may be underpinned by research and evaluation of teaching methods and systems leading sustained high value impact in knowledge transfer and enterprise (including business engagement, public engagement) that enhances the student experience and/or or employability, and is of manifest benefit to learning and teaching in the College and the University
- undertaking own teaching, which will include teaching and examining courses at a range of levels, planning and reviewing own teaching approaches, developing programme proposals,

supervision, marking and examining. You will ensure that your teaching practice is informed by discipline-based research, through participating in the research culture of the School.

Organisation, Management and Leadership (Administration)

Lead activities in the Department/ School and represent the School on College/ University committees or working groups. Where appropriate to the discipline, this is likely to include some but not all of the responsibilities listed below:

- making an important contribution to the development and running of the Department or School, for example, leading activity on research and/or teaching assessment
- leading a successful international engagement at School or College level;
- developing and managing staff and resources in support of major research and/or teaching activities
- making important contributions to the development of the Department's research and/or learning and teaching strategy
- contributing significantly to the development and delivery of knowledge transfer, enterprise, business engagement and public engagement activities with sustained high value impact of manifest benefit to the College and the University;
- promoting a culture (including policies and procedures) that embeds equality and values diversity and inclusion
- leading, serving on and assisting the work of committees and task and finish groups beyond School/ Research Institute, e.g., Senate, Council, University Education or Research Committee etc.;
- leading external committees, e.g., those associated with public/professional bodies or delivery of activities for an external body at an appropriate level, e.g., chairing sub committees associated with large elements of work;
- leading/project managing a team to devise and implement a new and/or revised process (e.g. a new research initiative, or a recruitment drive);
- making a sustained contribution to widening participation, schools outreach and/or public understanding of the discipline;
- contributing to administrative activities within the University (e.g. appeals panels, working groups).

Citizenship

- identifying wellbeing issues within the School/College/University and developing appropriate solutions to address these;
- taking collective ownership of challenges faced by the School or College and working with colleagues to develop solutions;
- mentoring and coaching of colleagues, particularly those in the early stages of their career;
- building up evidence of consistently acting as a role model for citizenship

Person Specification

- Normally, a higher degree relevant to the research/teaching area (usually PhD) or equivalent qualifications.
- Demonstrated excellence in at least Research, with competence in Learning and Teaching and Management and Administration.

Learning and teaching requirements

An excellent teaching profile and performance in terms of both impact and quality. The teaching quality demonstrated to be informed by an appropriate level of scholarship.

Where appropriate, evidence of success under the following headings:

- A professional academic practice qualification and Fellowship of AdvanceHE or equivalent would be desirable;
- High national reputation for the development of teaching and learning excellence within the discipline
- Successful and sustained use of a range of appropriate teaching methods, and assessment strategies that promote high quality learning, including learning that is flexible, distinctive and current and stimulates learners' natural curiosity
- Significant and sustained contribution to one or more of the following: strategic development of new programmes; approaches to learning; the development of learning resources
- High quality and sustained contributions to fostering excellence in teaching activities more widely, i.e. in the Department/School or College and/or externally
- Track record of substantial and sustained high value impact on the enhancement of the student experience, and/or employability
- Mentoring and expert advice which develops the skills of colleagues in teaching and in fostering learning

Research requirements

An excellent national reputation and a developing international profile through significant original research work within the subject specialism and a clear record of impact.

- High level of peer esteem as evidenced by
 - Excellent reputation in the UK and often internationally, reflected in sustained high-quality output, level of innovation, impact on subject and recognition;
 - An excellent and sustained record of peer reviewed research publications;
- Successful and sustained supervision of doctoral students to completion
- Substantial and sustained research income generation, e.g. through research grants, contracts, research consultancy or other external funding;
- Sustained high value impact knowledge transfer and enterprise that is of manifest benefit to the College and University;

Management and administration-related requirements

Demonstrated significant achievement in management and administration-related activities, which may include leadership of activities/initiatives. Evidence of success under the following headings:

- Successful and sustained performance in significant administrative/managerial role(s), e.g. exams officer, admissions tutor.
- Significant and sustained high quality innovative contributions to the management/administration of the Department/School/College or University
- Successful and sustained contribution to the corporate life of the School/College/University, displaying willingness to contribute actively to committees, collaborative teaching and administrative tasks
- Actively promotes equality and diversity to internal and external stakeholders
- Able to use data to identify equality and diversity issues
- Experience of developing interventions to address equality and diversity issues

