



University
of Glasgow

APPOINTMENT OF
**PROFESSOR IN
ENVIRONMENTAL GEOSCIENCE**
WITH CONSIDERATION AT SENIOR LECTURER / READER LEVEL



Contents

Welcome to the University of Glasgow

Job Purpose

Main Duties and Responsibilities

Knowledge/Qualifications, Skills and Experience

Dimensions

Leadership Behavioural Framework

Our Mission and Values

Our Strategy - Inspiring People Changing the World

Campus Development Plan

How to Apply

Welcome to the University of Glasgow

Dear Applicant,

Welcome to the University of Glasgow - inspiring people in Scotland and the world since 1451.

Thank you for your interest in this position - I am delighted that you are considering applying for the role of Professor (Senior Lecturer/ Reader) in Environmental Geosciences. This opportunity offers the chance to make a significant contribution to the College of Science and Engineering, in particular to the School of Geographical and Earth Sciences.

We have been inspiring people in Scotland and across the globe since 1451. We are the fourth oldest university in the UK after Oxford, Cambridge, and St Andrews. In the twenty-first century we continue to discover and share knowledge that can change the world through outstanding teaching, world-class research, and innovative engagement with for society and the economy. Our strategic plan *Inspiring People Changing the World (2015-2020)* sets out our ambition to be a world-class, world-changing university, building on our current strong academic and financial position, and further growing our excellent international reputation.

Over 25,000 students attend the University. We have 7,000 members of staff and an annual research income of more than £180 million.

The School of Geographical and Earth Science sits within our College of Science and Engineering, and our research is organised into two broad themes that are coordinated by the Human Geography Research Group and the Earth Systems Research Group. Our research portfolio is as broad as it is vibrant. Many of our staff are international leaders in their research areas, and much of our research has powerful impact on policy, culture and the economy. The submissions of both research groups to the 2014 Research Excellence Framework were highly rated, and the Earth

Systems Research Group made a joint submission with the Scottish Universities Environmental Research Centre. This submission was rated as 1st in Scotland for both its world-leading publications and research environment.

Our alumni and former staff members include the engineers James Watt, John Logie Baird and William Rankine, scientist Lord Kelvin, and the pioneering chemist Joseph Black.

All of this means that if you choose to work here, you'll be walking in the footsteps of some of the world's most renowned innovators as part of one of the world's top universities.

I look forward to learning more about you and would encourage you to outline the qualities and attributes that you could contribute to the role and to the School of Geographical and Earth Sciences. I hope that you will explore this opportunity further with a view to working as an integral part of our academic team to help shape the next phase of our exciting journey.

If you have any questions specific to the role, please do not hesitate to contact me for an informal discussion; my contact details can be found on the final page of this brochure.

I would like, on behalf of all my colleagues and the University, to extend a very warm welcome to you to Glasgow and to both the College of Science and Engineering and the School of Geographical and Earth Sciences.

Professor Martin R. Lee
Head, School of Geographical and Earth Sciences

We are inspiring people.
Together we can inspire others.
Together we can change the world.

Job Purpose



We are seeking an exceptional candidate to provide outstanding academic leadership and further enhance the School's international profile in Environmental Geoscience by:

- building an internationally-leading research group
- delivering research-led education
- reaching out to stakeholders
- and leading academic developments in the School of Geographical and Earth Sciences and College of Science & Engineering administration as required by the Head of School.

The University wishes to promote and grow a multidisciplinary research portfolio and fully engage with societal changes as identified by major funding bodies, including RCUK and the EU Framework Programmes, and is seeking a candidate with the skills and ability to further this strategic aim.

Main Duties and Responsibilities

1. Provide outstanding academic leadership and strategic vision and direction in the development of research and teaching, as well as the recruitment and appointment of academic staff, at all times inspiring the highest standards of research performance within the field of environmental geoscience.
2. Lead and sustain research of international standing in the broad area of environmental geoscience securing external funding most likely lying within the funding remit of RCUK particularly the NERC. It is important that the research is self-sustaining, and it is anticipated that the successful applicant will wish to relocate an existing research team and grant portfolio.
3. To set the research direction internally and externally in line with the School and College strategy, enhancing the research reputation of the School consistent with a Professor in a world-class research intensive University.
4. Lead a portfolio of individual and/or joint externally funded research projects, develop funding strategies and pursue the funding required to underpin the long-term growth of the activity.
5. Sustain an extensive track record of published research of the highest international quality, and present the research at leading national and international conferences, maintaining a consistent output of publications and invited talks at world class level.
6. Take a leadership role in exploring and developing synergies across the School, across the College of Science and Engineering and across the University, providing intellectual leadership in taking forward initiatives and research.
7. Play a key role in developing and implementing School strategy in interdisciplinary research and teaching.
8. Proactively build links and develop external research collaborations with international research groups including multi-disciplinary collaborations; lead and participate in exchange programmes; and support the University's strategy for internationalisation, ensuring the research activities are at the forefront of the field.
9. To collaborate with other researchers in Glasgow, and further afield where appropriate.
10. Engage in external academic activities (presentation of Keynote Lectures, External Examining, membership of journal editorial boards, membership of national or international committees, etc), to enhance the national and international reputations of the School, the College and the University.
11. To undertake teaching, supervision and assessment of courses at undergraduate and postgraduate levels. Supervise and mentor research students and junior members of staff and ensure their effective development
12. Take a leading role in ongoing curriculum development, to meet the changing needs of students, graduates, employers, the profession and wider society, and in support of a research-led approach to student learning.
13. Undertake School and University management and administrative responsibilities at School, College and University level as specified by the Head of School, contributing a significant leadership element.
14. Develop successful collaborations with UK and international academic institutions and research organisations.
15. Engage in personal and professional development as appropriate.
16. Contribute to the enhancement of the University's strategic vision '*Inspiring People Changing the World*' <http://www.gla.ac.uk/about/strategy/people/>

Knowledge/Qualifications, Skills and Experience

Knowledge/Qualifications, Skills and Experience

Essential

- A1 A good first degree in earth science, physical geography or a cognate discipline
- A2 A PhD (or equivalent) in environmental geoscience or a related field
- A3 An extensive, strong, national and international reputation in a competitive field of research within environmental geoscience that matches or enhances existing research themes within the School (e.g. palaeoclimatology, carbon/macronutrient cycling/fluxes, oceanography/limnology, sustainable use of natural resources)
- A4 Comprehensive and current knowledge of research within discipline and specialism
- A5 Distinction in scholarship and research

Skills

Essential

- C1 Demonstrable ability, drive, ambition, vision and organisational skills to lead the development of a research group and to provide strategic and operational leadership to all group members in the delivery of high quality research and teaching
- C2 Demonstrable ability to successfully secure research funding, lead a research team and further develop an international research profile
- C3 Ability to develop taught courses, lead curriculum development, and teach effectively at undergraduate and postgraduate level, in the fields encompassed by the School of Geographical and Earth Sciences
- C4 Demonstrable ability to provide leadership

and mentoring of other academic staff members.

- C5 Ability to provide effective supervision of research students and research staff
- C6 Ability to communicate effectively with others both orally and in writing in an appropriate range of contexts
- C7 Demonstrated ability to work effectively and collegially with internal colleagues and external collaborators across a multi-disciplinary environment
- C8 Outstanding interpersonal and presentation skills and ability to enthuse students.
- C9 Excellent time/project/budget management skills
- C10 Proven people skills, with demonstrable ability to manage difficult situations, including staffing situations as appropriate

Desirable

- D1 Ability and willingness to take on appropriate managerial and administrative roles within the School and College, including development of strategy
- D2 Ability and willingness to take on a significant role in the inter-university activities of the School of Geographical and Earth Sciences

Experience

Essential

- E1 An established strong national and international reputation in a field of research within environmental geoscience, with potential for significant further growth in the research field and substantial future funding opportunities. The research field should also fit with the strategic plans of the School and the College

Knowledge/Qualifications, Skills and Experience cont.

E2 An established track record of highly-cited publications in leading international journals or equivalent

E3 An established record of gaining significant research grant funding or equivalent in a competitive environment.

E4 Significant experience of teaching at undergraduate and/or postgraduate level in Environmental Geoscience

E5 Extensive experience of supervising staff and teaching/supervising students and of providing leadership to others

E6 Significant experience of managing research projects and grants

E7 Proven record of extensive academic, research and management leadership

E8 Contributions to scientific/learned societies

Desirable

F1 An established track record of interaction with industry, employers, Government and policy makers in the chemistry field

F2 Experience of proposing, leading or participating in national or international collaborative research projects

F3 Active involvement with external bodies in developing research strategy

UNIVERSITY

Dimensions

- Principal Investigator on significant research grants
- Responsible for the supervision of research students and research staff
- Develop and deliver taught courses at postgraduate and undergraduate level
- Mentoring academic staff as appropriate
- Development of other external links and performance of appropriate external academic or professional activities
- Managerial and administrative tasks as allocated by the Head of School and Head of College

Planning and Organising

- Strategic planning of development of the School of Geographical and Earth Sciences, including research directions, undergraduate and postgraduate teaching activities, staff appointments, funding opportunities, etc.
- Planning and development of research proposals, including reacting to research funding opportunities
- Planning and organisation of personal research and of research undertaken by directly supervised research staff and students
- Planning of taught programmes and development of curricula, including as appropriate activities related to the University's quality assurance procedures.
- Detailed planning and preparation of those taught courses for which given specific responsibility, including intended learning objectives, syllabus, lectures, tutorials, lab/design/project activities and assessment (exams and coursework)
- Effective organisational skills to manage time and prioritise as appropriate managerial/leadership activities, research activities, teaching activities, administrative activities

and external/professional activities.

Decision Making

- Decisions on strategic development of the School of Geographical and Earth Sciences
- Decisions on research direction and funding applications
- Decisions related to supervision of research students and staff and their progress and directions
- Decisions relating to research dissemination (journal papers, conferences, external meetings, etc.)
- Decisions related to format, curricula and marketing of taught programmes
- Decisions related to course content, intended learning outcomes, assessment methods, marking schemes, etc. for individual courses
- Responsibility for organisation of resources, as appropriate

Internal/External Relationships

Internal

- Head of School as immediate Line Manager and for exchange of information and advice to ensure that School and College objectives are met
- Academic staff within relevant parts of the School, for development of research and teaching activities, and to mentor or undertake any Performance & Development Review assigned by Head of School.
- Other academic colleagues for information exchange to facilitate effective research and teaching
- Administrative staff within School, College and Central Services (e.g. Research, Strategy and Innovation; Finance; Human Resources) for exchange of information relating to research grant applications, finances, research staff appointments, quality

Dimensions cont.

- assurance, University policies and procedures, etc.
- Research assistants to manage and oversee research and to undertake Performance & Development Review
- Research students to supervise research and for progress procedures
- Undergraduate and taught postgraduate students for teaching, project supervision and tutoring to optimise student learning

External

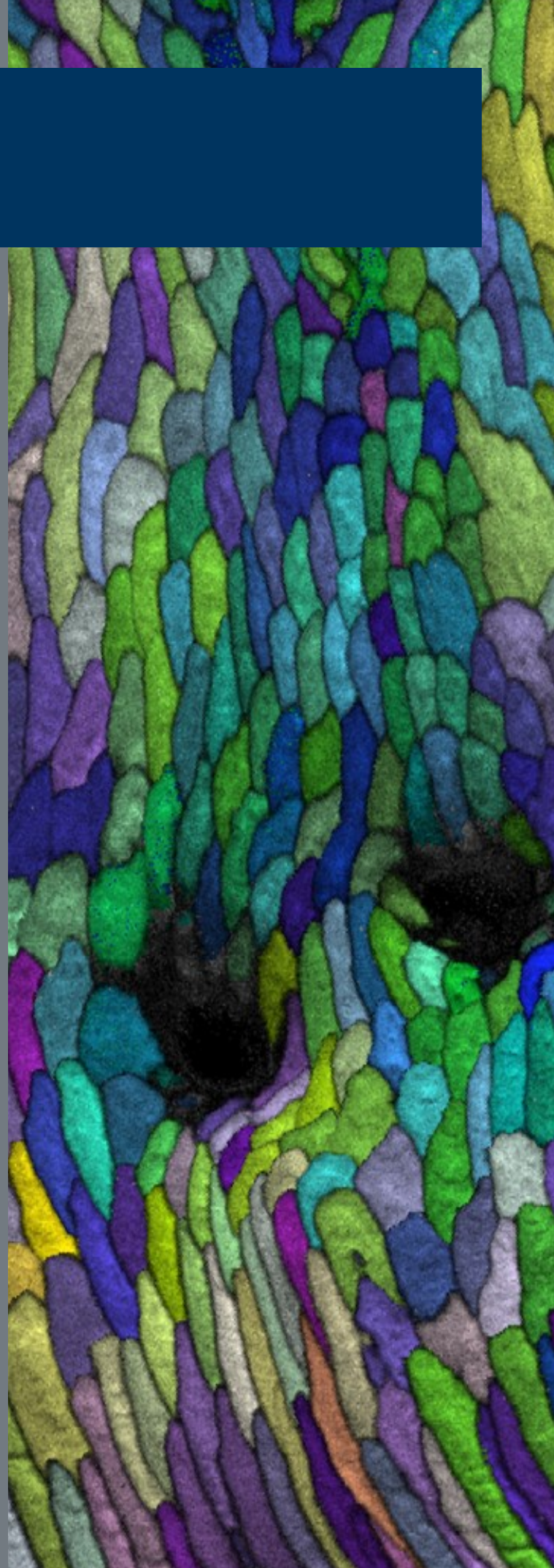
- Research funding bodies to maximise potential for research funding
- Researchers at other universities or organisations to develop and maintain national and international research collaborations
- Professional organisations to maintain external links and undertake professional activities
- Other universities to act as External Examiner
- Government and policy organisations

Problem Solving

- To resolve problems of an academic/technical/scientific nature arising in research or teaching
- To give advice to research students and staff and support the identification of appropriate solutions for their research projects, as appropriate
- To resolve student-related issues as appropriate at undergraduate, taught postgraduate and research postgraduate level
- To propose alternative strategies and negotiate alternative arrangements in overcoming problems or dealing with crises

Other

- Requirement to represent the University nationally and internationally and to increase the profile of the University overseas



Leadership Behavioural Framework



Effective leadership at Glasgow is essential to achieving our vision of a world-class, world-changing university, as set out in our strategy, '*Inspiring People Changing the World.*'

The Leadership Behavioural Framework describes the leadership behaviours for all University leaders in the delivery of our strategic objectives.

Applicants should familiarise themselves with the framework available to download at www.gla.ac.uk/media/media_453130_en.pdf prior to submitting an application.

Our Mission and Values

Our mission is to undertake world leading research and to provide an intellectually stimulating learning environment that benefits culture, society and the economy.

We have three main values which define the way we work:

Passionate

We are:

- Creative, curious and deeply committed to the pursuit and sharing of knowledge.
- Dedicated to our students, actively seeking to develop their skills, knowledge, understanding and sense of citizenship.
- Ambitious, adventurous and confident, with the courage to accept and balance the risk of failure with reward in the pursuit of progress.

Professional

We are committed to:

- Striving for excellence in everything we do, undertaking our work with pride and care, and offering the very best service to our students,

customers, partners and colleagues.

- Embracing diversity and difference and treating colleagues, students, visitors and others with respect.
- Sharing our work openly and actively, seeking out opportunities to collaborate with our local and international partners.

Progressive

We believe that:

- We have a social and environmental responsibility to undertake our work in an ethical and sustainable manner.
- Studying at our University should be possible for anyone with the necessary talent, commitment and potential, regardless of background or belief.
- We should use our work to benefit and enhance Glasgow, the West of Scotland and the global community wherever possible.

Underpinning these values is responsiveness – our commitment to responding to the needs of their colleagues, students, research funders, sponsors and visitors in a helpful, timely and sensitive manner.



Our Strategy - Inspiring People Changing the World

Our University is one of the world's great research-intensive universities. Over the last few years we have made great strides in our performance.

Our financially sound position means that we have created the exciting opportunity to further invest in our estate. This will enable us to embed new technologies, transform the way we work and improve our interactions with each other, our students and our partners. Our Strategic Plan sets out our ambition to build on our current strong position and become even better. Our Strategy provides the support, development, infrastructure and environment needed to grow our reputation and realise our ambitions:

- a place where the best students, regardless of background, are given an education that prepares them to go into the world and make change happen;
- a place where research that positively impacts on the health, wealth and cultural wellbeing of the world is conducted;
- a place that engages with the city of Glasgow and the global community and ensures that they flourish.

To achieve these aims, we focus on three key areas:

- **People** – bringing inspiring people together
- **Place** – creating a world-class environment for learning and teaching
- **Purpose** – discovering and sharing knowledge that can change the world.

To read the full University Strategy ***Inspiring People Changing the World*** please see: www.glasgow.ac.uk/explore/strategy/

Campus Development Plan

Our Vision

Over the next 10 years, the £1 billion investment will expand our campus footprint by 25%, creating a new urban quarter with the University at the heart of a revitalised west end. This is the largest development since the creation of the original campus in 1870.

This is a unique opportunity for a University to extend the boundaries of its historic core in a central city location. It will create:

- New learning and teaching facilities,
- Refurbishment and repurposing of existing iconic buildings for specialist uses
- Identification and design of social spaces that support the student and community experience.

Campus Masterplan

The expansion of our Gilmorehill campus into the 14 acre, former Western Infirmary site will transform the West End of Glasgow. The Masterplan for the site will incorporate;

- New learning and teaching facilities supporting our students and making sure they get the best in modern teaching and learning styles and approaches.
- Creation of a Research Hub, housing large-scale multidisciplinary projects and incubator space for spin out collaborations with

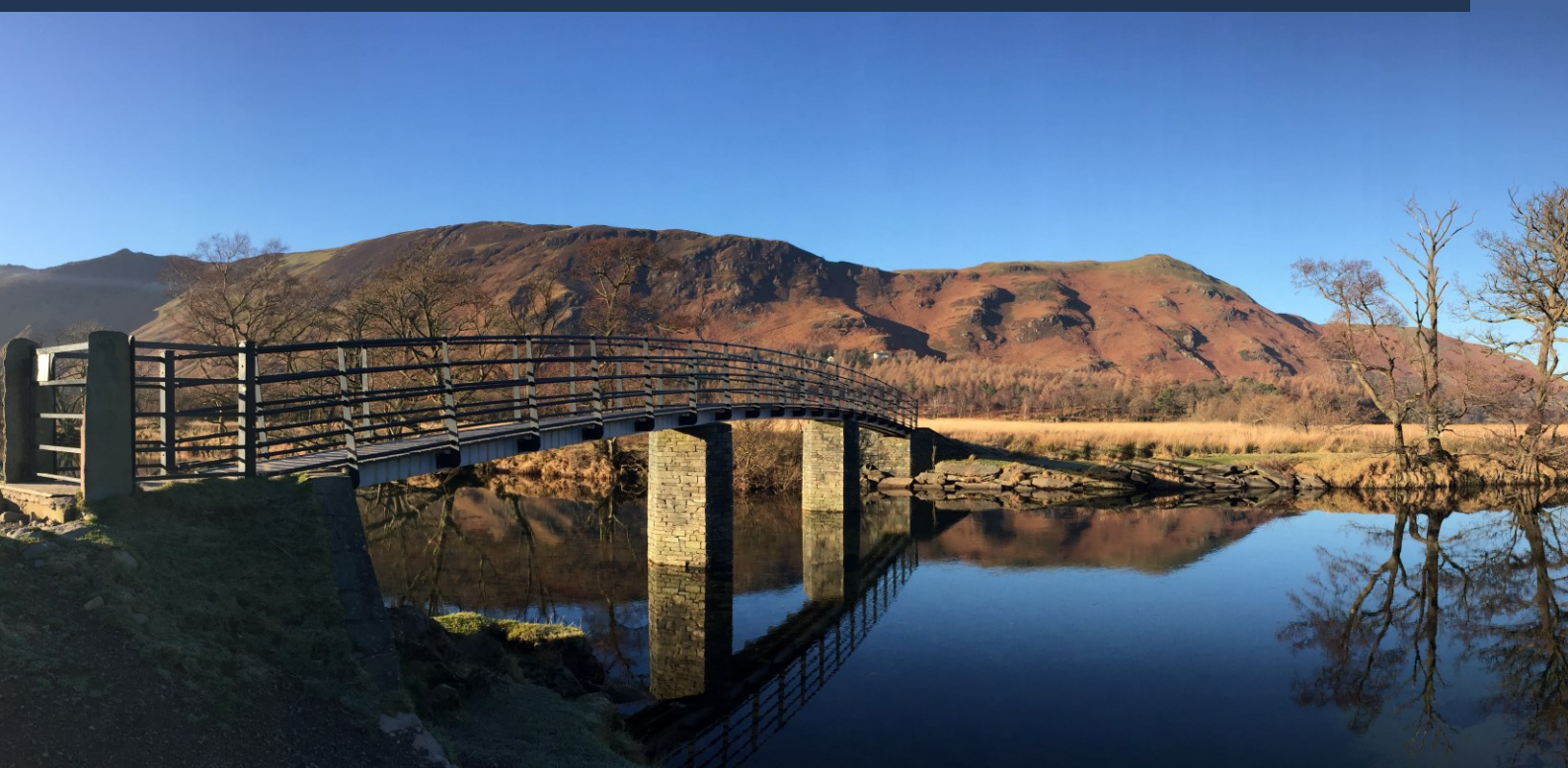
industry. This will encourage further innovation development.

- New public cycle and pedestrian routes and a new central square which will link Byres Road to the up-and-coming cultural quarter for the West End, with new links to Kelvingrove and the newly-refurbished Kelvin Hall.
- Refurbishment of five listed buildings; - The Chapel, the Outpatients building, the Macgregor building, the Tennent Institute and Anderson College.
- Commercial opportunities, including a hotel, restaurant, bars and cafes.
- The masterplan will be delivered in a phased approach over 10 years, key projects for the University on the former Western Infirmary site include new buildings for the Institute of Health and Wellbeing, the School of Engineering, Adam Smith Business School, College of Arts and a Centre for Chronic Disease.
- The state of the art Learning and Teaching Hub will be constructed adjacent to the Boyd Orr building on University Avenue and a Social Justice Hub will be created within existing space in the Gilbert Scott Building.

You can find out further information on our Campus Masterplan, and on some of the specific sub-projects including our Learning and Teaching Hub, on our website at www.gla.ac.uk/explore/campus/.

Artists' impression—courtesy of HOK Architects

How to Apply



Informal Discussions

For an informal discussion on this role, please contact:

Professor Martin Lee

Head of School

School of Geographical and Earth Sciences

Telephone: 0141 330 4224

Email: Martin.Lee@glasgow.ac.uk

To Apply

To apply for this post, please visit www.glasgow.ac.uk/jobs and search for reference E20327.

The job description for the Senior Lecturer / Reader post can also be found by searching on the above reference number.

Terms and Conditions

For appointment at the Professorial level salary will be within the professorial range and subject to negotiation.

For appointment to Senior Lecturer/ Reader the salary will be on the Research and Teaching Grade, level 9, £50,618 - £56,950 per annum.

It is the University of Glasgow's mission to foster an inclusive climate, which ensures equality in our working, learning, research and teaching environment.

We strongly endorse the principles of Athena SWAN, including a supportive and flexible working environment, with commitment from all levels of the organisation in promoting gender equity.