University of BRISTOL

Faculty of Life Sciences

Lecturer in Biochemistry

Further Particulars

Reference ACAD105078

Contents

1. Introduction

Role summary:

The School of Biochemistry at the University of Bristol is seeking to further strengthen its internationally competitive research and education base through a temporary 5-year Lecturer level appointment. The position has become available following the appointment of Professor Peter Cullen to the Royal Society Noreen Murray Professorship for research in neurological sciences.

The expectations of this post are to:

- Conduct world-leading original research that integrates with, builds on, and extends research within the School of Biochemistry and across the University
- Secure funding for collaborative, multidisciplinary research
- Publish high quality papers in international peer reviewed journals
- Deliver inspirational and effective teaching in their specialist subject and related topics at undergraduate and post-graduate levels
- Establish partnerships with external stakeholders and funders, including charities, international agencies, industries, and other universities
- Conduct managerial and administrative duties associated with the above

This is a temporary research and teaching post and we wish to appoint a research active member of staff on University of Bristol Academic Pathway One.

Applications would be particularly welcome from candidates interested in combining biochemical and cell biology techniques to define molecular mechanisms underlying age-related disease.

We are fully committed to equality of opportunities for all and a selection process that is based on merit. We welcome applications from all members of society and would like to particularly encourage application from diverse groups, such as members of the Black, Asian, and Minority Ethnic (BAME) and Lesbian, Gay, Bisexual, and Transgender plus (LGBT+) communities, to join us.

2. Job Description

a. Main job purpose

The post holder will contribute to research and teaching excellence within the School and Faculty structure. The successful applicant will play a role in ensuring that Bristol continues to generate world-leading research and will contribute to the teaching of undergraduate and post-graduate students within the School and across the Faculty of Life Sciences.

b. Statements of responsibilities

These specific responsibilities are not rigid: we are looking for an outstanding individual who will relish the exciting opportunity of joining an ambitious and dynamic school that is supported by a forward-thinking University.

The post holder's core responsibilities will include:

Teaching

- Contribution to undergraduate and post-graduate teaching within the School of Biochemistry and across the faculty as requested by the Head of School
- Provision of academic support via the School's personal tutorial system
- Supervision of postgraduate research students

Research

The post-holder, in developing their research portfolio, will:

- Undertake research that complements the existing interests of the School
- Be expected to secure independent research funding for their work
- Collaborate with colleagues in other Schools/ Faculties/Universities and other external stakeholder organisations

Administration

The post-holder will be expected to:

- Take on appropriate academic management and administrative roles associated with teaching and research as requested by the Head of School
- Contribute to the success of the School, Faculty and University through participation in Faculty and University wide governance and development opportunities

Enterprise and Leadership

The post-holder's responsibilities may include:

- Engaging with outside organisations and institutions in line with school research and teaching objectives

c. Contacts

Line managed by:
- Head of School

Line manager to:
- Group members where applicable

Internal Contacts:
- School and faculty staff
- School undergraduate students
- Staff and students in the wider university

External Contacts:
- Research collaborators
- Government bodies
- Funding agencies

d. Job Hazards/Safety Critical Duties (Pre-employment health screening)

Dependent on research interests or teaching covered, health screening may be required.

3. The Post: Person Specification

The person specification provides a summary of what is required to carry out this job effectively. It also forms the selection criteria on which the decision to short list, and then whom to appoint, will be made. Please ensure that you clearly demonstrate how your experience meets these criteria in your application.

Our criteria are deliberately broad to attract the best candidates possible. **Nevertheless, applications would be particularly welcome from candidates interested in combining biochemical and cell biology techniques to define molecular mechanisms underlying age-related disease.**

Experience, skills, and knowledge

Essential:

- A track record of publishing research of the highest quality, that relates to and will complement the School's research interests
- Evidence of carrying out internationally competitive, high impact research
- A clear view as to how research and teaching interests will fit with, and enhance, the vision for research and teaching at the University
- Active willingness to work collaboratively and pursue multidisciplinary research
- The potential to teach undergraduate and postgraduate students enthusiastically and effectively, and to support students academic, personal and career development
- Excellent interpersonal and student support skills, demonstrating empathy, respect and caring
- An ability to contribute to an academic community that respects and celebrates the diversity of our staff and students
- Active approach to personal professional development, scholarship, learning, training and enterprise

Desirable:

- Independent track record of attracting competitive funding from government agencies or charities (this may include a personal fellowship)
- Research contacts and collaborations nationally and internationally
- Teaching experience at undergraduate and/or postgraduate level

Relevant qualifications

Essential:

- PhD in Biochemistry/Biology/Medical Sciences or a related field
- A good Bachelor's degree in a relevant subject

Desirable:

- Fellowship of the HEA or other teaching qualification

Communication and interpersonal skills

Essential:

- Excellent written and spoken English; good oral presentation skills with the ability to tailor communication to a wide range of audiences
- Evidence of presentations or invitations to speak at national and international scientific meetings
- Enthusiastic and flexible approach to work
- A commitment to ensuring that all communications respect and include the diversity of our staff and students

Desirable:

- Proven ability to forge collaborative links with colleagues from other disciplines

Other criteria:

Essential:

- A willingness to contribute to the diverse range of undergraduate teaching undertaken by the School
- A willingness to contribute to the wider administrative activities of the School

Desirable:

- Currently in receipt of one or more (according to career stage) research grant awards from UK or EU research councils, or major charities.

4. The School of Biochemistry

Biochemistry is one of five Schools within the Faculty of Life Sciences and occupies a unique and important position at the University by spanning the physical and medical biosciences with a commitment to fundamental studies of the molecular processes that underlie life itself. The School runs seven Biochemistry undergraduate teaching programmes, including a portfolio of Biochemistry MSci programmes, and shares teaching responsibility for the Faculty's Biomedical Sciences programme. Staff in the school also teach on medical, veterinary and dental courses. The aspirations of Biochemistry are to:

- Carry out world-class research into Molecular Biosciences, Synthetic Biology and Dynamic Cell Biology
- Recognise and exploit opportunities for knowledge transfer and translation of research ideas, including the licensing of research outputs and establishment of spin-out companies
- Provide world-class teaching to students, which is truly informed and inspired by research, preparing them for careers in the sciences and the wider community
- Inspire a greater public appreciation of science and its application.

The School has a long history of interdisciplinary research using multiple techniques applied across both spatial (biomolecular and cellular) and temporal (molecular and cellular timescales) dimensions. Research within Biochemistry is organised around three central themes: Biomolecular Structure and Mechanism, Synthetic Biology, and Dynamic Molecular Cell Biology.

The School has strong links to the Faculty's Wolfson Bioimaging and Proteomics Facilities, and in recent years, staff have led numerous successful bids for new technologies and equipment. The BrisSynBio Biosuite is located in our building, with access to robotics for liquid handling and crystallisation. These state-of-the-art facilities have opened up numerous research avenues and alliances with colleagues locally in Chemistry, Biological Sciences, Physics, Maths and Engineering as well as internationally; a new Max Planck Centre for Minimal Biology opened at the University in August 2019.

For REF2014, 94% of eligible Biochemistry staff were included and the submission, as part of UoA5 Biological Sciences, was ranked 18th (of 41) nationally based on grade point average (GPA) alone and 6th on an intensity-weighted GPA, demonstrating the breadth of research excellence across the School. As an indicator of a research quality and breadth, the School currently has six Wellcome Trust Senior Investigators.

The enthusiasm for research from our school community directly inspires what we teach, and this is borne out in quality and satisfaction ratings across our teaching. In the 2019/20 result from the National Student Survey, 94% of the students studying

Biochemistry reported overall satisfaction with our BSc and MSci programmes, clearly reflecting the excellent student experience in Biochemistry.

Our undergraduate students receive rigorous and relevant tuition via a mixture of lectures, small tutorials, workshops and practical sessions. Our students have access to state of-the-art teaching facilities as the School is at the forefront of eLearning initiatives through the development of eBiolabs. This is a Dynamic Laboratory Manual that supports laboratory and tutorial-based learning that integrates quizzes, coursework submission and automated marking systems as well as feedback and attendance tracking. Students benefit from a stimulating environment in which to gain a strong grounding in basic science that is highly valued by both the research community and employers.

The School nurtures an inclusive working environment and is proud to hold an Athena Swan Silver award for excellence in gender equality in STEMM (Science, Technology, Engineering, Mathematics and Medicine). We are in the process of applying for a Gold level award later this year. We strive for improvements in our gender and ethnicity profiles and are proud that our early career researchers (PhDs to fellows) are gender equal and that 25% of our professoriate are female. We support many members of staff with flexible working patterns to encourage a positive work/life balance. To promote this, our workload allocation model has been developed transparently in consultation with staff to truly reflect the work effort of all. Creating a positive work environment is at the heart of what we do, and we strongly believe that our cooperative, supportive, and collegiate culture underpins our academic success. For more information, please visit Life in Biochemistry.

The School adheres to the San Francisco Declaration on Research Assessment (DORA), which recognises the need to eliminate the use of journal-based metrics and to assess research on its own merits when making appointment decisions.

5. The Faculty of Life Sciences

Our planet, our wellbeing, our future

The Faculty of Life Sciences was created on 1 August 2018. By bringing together the five Schools of Biochemistry; Biological Sciences; Cellular and Molecular Medicine; Psychological Science; and Physiology, Pharmacology and Neuroscience, we have aligned research and teaching activity to include all scales across the life sciences: from the molecular, cellular, tissue and organ systems levels through to the behavioural, social and environmental.

The Faculty comprises 650 members of academic, post-doctoral, technical and administrative staff, and 2330 undergraduate and 560 postgraduate students. We place substantial importance on a supportive and inclusive culture in which all staff and students have a voice. The Faculty's underlying philosophy is that: 'We will all be able to enjoy our work and achieve our individual and collective ambitions through teamwork, mutual respect and equity'. In this respect, all five of our Schools currently hold either Silver or Bronze Athena Swan Awards and all are working together to develop and improve quality, diversity, and inclusivity in our workplace.

The Faculty delivers a range of intellectually challenging, research-rich, undergraduate and postgraduate programmes (both accredited and non-accredited), all taught in the context of world-leading research environments. Our academics inspire our students, and our outstanding students are, equally, a source of continuous inspiration for our staff. Indeed, the quality of educational provision is amongst the most impressive in the University of Bristol, as appreciated by the students through the National Student Survey (2017).

Our programmes are constantly evolving to encompass advances in the field and in response to student feedback. The eBiolabs Dynamic Laboratory Manual provides online resources that many students in the faculty engage with before and after practical classes. This has transformed teaching and learning in our faculty. We also make significant contributions to three professional programmes (Medicine, Dentistry and Veterinary Science) which are run by the Faculty of Health Sciences, with the two faculties working in partnership in their delivery.

Research in our Faculty addresses a range of the important challenges in the life sciences. From tackling global environmental change and its impact on ecosystems, to innovation in fundamental biosciences for better human, animal, plant, and ocean health; from understanding animal and human behaviour and wellbeing to developing future synthetic biotechnologies and so driving the UK's bioeconomy.

We are changing the way we understand the fundamental principles of life and the natural world through a series of interrelated research themes encompassing: structural and molecular biology, synthetic biology, dynamic cell biology, infection and immunity, cancer biology, cardiovascular biology, immunity, infection and

antimicrobial resistance, sensory biology, brain sciences, cognition and perception, human and animal behaviour, plant biology, ecology, agriculture, and evolution.

Underpinning these research themes is a world class state-of-the-art infrastructure for *Imaging* (Wolfson BioImaging, Flow Cytometry, eye tracking and motion-capture, and CRIC-Bristol), *'Omics* and *Informatics* (genomics, transcriptomics, proteomics, metabolomics, and their associated bioinformatic needs) and a unique cross-cutting theme of *Responsible Research and Innovation*. We are also a major stakeholder in the University's Botanic Garden, a 1.8-hectare garden which is a key educational resource for our students and local schools and a cultural attraction for the city of Bristol.
The Faculty of Life Sciences is host to BrisSynBio, a BBSRC/EPSRC-funded synthetic biology centre. Members of our Faculty are also key investigators in other major Centres of Excellence at Bristol including the MRC-funded Integrative Epidemiology Unit and NIHR-funded Biomedical Research Centre. Our researchers provide leadership within three of the seven University of Bristol Specialist Research Institutes: Bristol BioDesign, Bristol Cardiovascular Sciences and Bristol Population Health Sciences, and also for within the Bristol Neuroscience Network and the Bristol Vision Institute research group.

In collaborating with disciplines outside life sciences at the University of Bristol, we also engage widely with all of the University Research Institutes (URIs), which draw together thematic, multidisciplinary research across the University and we have an impressive and multidisciplinary range of 3- and 4-year Doctoral Training Programmes (DTPs) from the majority of UKRI funding bodies to support early career training. Most of these are led by academic staff in the Faculty.

In the last assessment of research quality (Research Excellence Framework, REF), research in the Faculty was ranked 5th in the Russel Group of Universities by research intensity in two of the areas of assessment (UoA1 and UoA2) and was in the top 10 in the other area of assessment (UoA4). Across the Faculty 80% of the research is either world leading (4*) or internationally excellent.

6. The University and the City of Bristol

The University of Bristol's roots date back to 1876. Since its formation it has become one of the leading institutions among the UK's Russell Group of universities and operates globally, where it is recognised for its research and academic excellence.

The University has a strong interdisciplinary approach and regularly features among the top-ranking institutions in global league tables.

The University of Bristol's mission is '*to pursue and share knowledge and understanding, both for their own sake and to help individuals and society fulfil their potential*'. This is underpinned by a vision where the University of Bristol is an

international powerhouse of learning, discovery and enterprise, whose excellence is acknowledged locally, nationally and globally, and that is:

- dedicated to academic achievement across a broad range of disciplines, and to continuous innovation and improvement
- research-intensive, supporting both individual scholarship and interdisciplinary or thematic research of the highest quality
- a centre for intellectually demanding, research-informed education that nurtures independence of mind and helps students achieve their personal goals and serve society's needs, both during and after their time here
- an inclusive and collaborative community of scholarship that attracts and retains people with outstanding talent and potential from all walks of life and all parts of the world
- a stimulating and supportive environment for all students and staff, distinguished by a commitment to high standards, respect for the individual and a strong sense of collegiality
- committed to operating in a sustainable manner
- engaged with society's interests, concerns, priorities and aspirations
- a major contributor culturally, environmentally and economically to Bristol and the South West
- well led and responsibly run, with an emphasis on consultative decision-making and open communication as well as personal responsibility and accountability

Key to Bristol's vision is a clear and consistent articulation of and dialogue with its many stakeholders and the public about the wide range of research carried out at the Institution and hence is often featured in many national and international media. It has a proud history of two-way dialogue as part of its research activities and addresses the world's key challenges through an interdisciplinary approach.

The University also plays a lead role in the city of Bristol's cultural and economic well-being and carries out an extensive programme of events and activities on behalf of the city, as well as being a keen supporter of partner organisations' activities.

For more information, please see http://www.bris.ac.uk/university/

7. Equality, Diversity and Inclusion

The University is committed to Equality, Diversity and Inclusion and to creating an environment where staff can 'Thrive'.

As a leading global institution, we are keen to attract the most highly talented individuals from a diverse range of backgrounds. Further information on our commitment to equality and diversity can be found at: http://www.bris.ac.uk/jobs/diversity.html

We are committed to creating and sustaining a positive and mutually supportive working environment for our staff and an excellent teaching and learning experience for our students, where staff are equally valued and respected, and students are encouraged to thrive academically. We offer a broad range of services, activities and initiatives to enhance our staff experience of working at Bristol. For more information please visit: https://www.bristol.ac.uk/hr/wellbeing/

The University is happy to discuss flexible working opportunities with applicants including whether a role can be considered as a job-share arrangement. Further information on our flexible working policy is available here: http://www.bristol.ac.uk/hr/policies/flexwork.html#JobShare

8. Academic Career Pathways

As part of the process of modernising its pay and grading systems, the University has introduced career pathways for academic staff. What this means is that all members of academic staff have a clear career pathway involving a series of levels with distinct role profiles, each with its unique requirements. Each profile sets out what is expected of an academic at the particular level. The role profiles also set out a collection of competencies expected for each level.

This post is located on Pathway One - academic roles that combine teaching, research and administrative duties.

9. Terms and Conditions

(a) We would like the successful applicant to take up the appointment from August 1 2021 or as soon as possible thereafter.

(b) The post is located in the School of Biochemistry, Faculty of Life Sciences, at Biomedical Sciences Building, University Walk, University of Bristol, BS8 1TD.

(c) This role is located on Pathway One, Profile Level C of the University's Academic Pathways and the successful candidate will be appointed as a Lecturer.

(d) The salary will be on Grade K in the range £44,045- £49,553. For further information on salary scales please see: http://www.bris.ac.uk/hr/salaries/

(e) The appointment will be subject to the terms and conditions for staff on grade J and above, details of which can be found at: http://www.bris.ac.uk/hr/terms/jandabovestaff.html

(f) This post is full time, 1.0 FTE.

(g) The post will be offered on an open-ended basis for a period of 5 years, as it is linked to specific funding.

(h) Subject to the rules of the scheme, the post holder may participate in the Universities' Superannuation Scheme (USS). Further information on the scheme can be found at www.uss.co.uk/. Unless newly appointed staff members declare in writing a wish not to participate in the USS, they will be deemed to be members from the start of employment, and contributions will be deducted accordingly. As a consequence of participating in this Scheme, University staff will be contracted out of the earnings-related part of the State Pension Scheme.

(i) A Pension Salary Exchange scheme is in operation in order to increase take-home pay and save costs. For more information see

http://www.bristol.ac.uk/hr/salaries/sal-exchange/

(j) Details of the University Relocation Expenses policy for staff relocating to take up post are available from http://www.bristol.ac.uk/hr/resourcing/practicalguidance/appointment/relocation1.html

(k) The University has a Continuing Professional Development (CPD) scheme called CREATE. All staff in pathway 1 roles are required to complete the appropriate levels of the CREATE CPD scheme or TLHP (PgCert) unless they are able to provide evidence that meets the scheme criteria for recognition of prior qualifications. Completion of the appropriate levels of CREATE/TLHP is a prerequisite for progression to profile level d. It is also a requirement of the role that those appointed at level d1 complete the appropriate levels of CREATE/TLHP

within the first year of appointment. For further information, see: http://www.bristol.ac.uk/staffdevelopment/academic/create/

(l) If you are employed on a fixed-term contract where the reason is cover or because it is a training/development role, your contract will normally come to an end under Ordinance 30 (Some Other Substantial Reason ("SOSR") as set out in the Fixed Term Contracts Policy. If this is the case, you will not be eligible for redundancy pay or access to the University Redeployment Pool. The reason for offering a fixed-term contract will be made clear in the advert.

10. Application Procedure and Selection Process

Please visit our web site at www.bris.ac.uk/jobs, enter the vacancy number ACAD105078 into the job search and follow the link to the online application process.

Further information on the University's application process can be found at: http://www.bristol.ac.uk/jobs/application-process.html

Please note the following:

- A Selection Panel has been established to review all applications for this post and to conduct interviews of short-listed candidates. All members have participated in 'Fair and Effective Recruitment' training as well as Unconscious Bias training.
- Short-listing is planned to take place as soon as possible after the closing date of Wednesday the 24th of March.
- Candidates will be invited to give a presentation prior to their formal interview, as part of the final selection process. It is expected that the final selection process will be held in week commencing the 26th of April 2021. Please note, that this process will take place online via Zoom.
- **The closing date for applications is 11:59pm on Wednesday the 24th of March 2021.**

11. Additional Information

Further information

For an informal discussion about the post, please contact:

Name: Professor Kate Nobes, Head of School
E-mail: bioc-hod@bristol.ac.uk

Or alternatively;

Name: Professor Pete Cullen, Professor of Biochemistry (FMedSci, Royal Society Noreen Murray Research Professor and Wellcome Investigator,
E-mail: pete.cullen@bristol.ac.uk

12. Organisation Chart