

RESOURCING/ Additional Information



The School of Engineering and Digital Arts

The School of Engineering & Digital Arts is part of the Faculty of Sciences and prides itself on offering excellent teaching in an environment which is also supporting world-class research in the subject areas in which we teach. We have an excellent track record of achievement in teaching, in research, and in enterprise-led activity, and we maintain strong working contacts with Academic and Industrial Organisations within the UK, in Europe, and worldwide. As part of the University's strategic direction to expand Science and Engineering, the School is establishing a new Mechanical Engineering programme and research theme to complement its existing activities.

The School was founded in 1966 as the Electronics Laboratory, becoming the School of Engineering and Digital Arts (EDA) in 2009 to better reflect the breadth of its disciplinary base. This combination of digital arts with engineering and technology in one school is a unique characteristic of the School. Within the Faculty of Sciences, it is located in the Jennison Building on the Canterbury campus, a building which underwent a complete refurbishment and expansion programme in 2013 making it accessible to all and enabling greater interaction between staff and students. The Jennison building is a focus for academic and social activities within the School which promotes a strong sense of community. Being a relatively small School ensures that staff and students work in a friendly environment, offering an inspiring and challenging student experience within the beautiful and historic city of Canterbury.

EDA offers a number of degrees, including professionally accredited undergraduate courses, alongside research-focussed postgraduate programmes. Programmes span broad disciplines of engineering (including biomedical engineering), digital technology and design.

The School currently has 30 academic staff and 29 Professional Services technical/administrative staff, together with 520 undergraduates and 135 postgraduate students. The School came 1st in the National Student Survey in 2015 and 1st in the Guardian University Guide 2014 for overall student satisfaction in the subject area of Electronic and Electrical Engineering. In addition, the School Administration Team won the 2016 Times Higher Education Leadership and Management Award for Outstanding Departmental Administration Team for their work to revolutionise the student experience in the School.

The School shared in the University of Kent's success in the 2014 Research Assessment Exercise (RAE), with 70% of the School's research activity assessed to be either world-leading (4*) or internationally excellent (3*). The School was ranked 21st in the UK for research intensity, where 98% of the research submitted was judged to be of international quality. The School's environment was judged to be conducive to supporting the development of research of international excellence. Overall the University of Kent was ranked in the upper quartile of participating institutions in terms of the best, or 4*, research.

The University of Kent was awarded a gold rating, the highest, in the UK Government's recent Teaching Excellence Framework (TEF). The TEF Panel judged that Kent delivers *consistently*



outstanding teaching, learning and outcomes for its students; it is of the highest quality found in the UK.

Our research is currently managed through three groups: *Instrumentation and Control*, *Communications* and *Intelligent Interactions*. The new mechanical engineering research theme may be associated with one of the existing groups or be managed through a new research group as appropriate. The School is engaged in high-quality research with significant national and international impact while offering excellent opportunities for graduate studies. We have been consistently attracting substantial research funding from the UK Research Councils, European research programmes, industrial and commercial organisations, government agencies and others and our spread of expertise allows us to respond rapidly to new developments.

For further details, please visit: www.kent.ac.uk/ <http://www.eda.kent.ac.uk/>.

About the University of Kent

The University of Kent is a leading UK university producing world-class research, rated internationally excellent and leading the way in many fields of study. Our 20,000 students are based at campuses and centres in Canterbury, Medway, Athens, Brussels, Paris, Rome and Tonbridge.

With 97% of our research judged to be of international quality in the most recent Research Assessment Framework (REF2014), our students study with some of the most influential thinkers in the world. Universities UK recently named research from the University as one of the UK's 100 Best Breakthroughs of the last century for its significant impact on people's everyday lives.

We are renowned for our inspirational teaching. Awarded a gold rating, the highest, in the UK Government's Teaching Excellence Framework (TEF), we were presented with the Outstanding Support for Students award at the 2018 Times Higher Education (THE) Awards for the second year running.

Our graduates are equipped for a successful future allowing them to compete effectively in the global job market. More than 95% of graduates find a job or study opportunity within six months.

Known as the 'UK's European university', our international outlook is a major focus and we believe in our students developing a global perspective. Many of our courses provide opportunities to study or work abroad; we have partnerships with more than 400 universities worldwide and are the only UK university to have postgraduate centres in Athens, Brussels, Paris and Rome.

The University is a truly international community with over 40% of our academics coming from outside the UK and our students representing over 150 nationalities.

We are a major economic force in south east England, supporting innovation and enterprise. We are worth £0.9 billion to the economy of the south east and support more than 9,400 jobs in the region.

In March 2018, the Government and Health Education England (HEE) announced that the joint bid by the University of Kent and Canterbury Christ Church University for funded places to establish a medical school has been successful. The first intake of undergraduates to the Kent and Medway Medical School will be in September 2020.

We are proud to be part of Canterbury, Medway and the county of Kent and, through collaboration with partners, work to ensure our global ambitions have a positive impact on the region's academic, cultural, social and economic landscape.

Website: www.kent.ac.uk

Application Process:	<p>Applications must be made via the University's online application system. You will be required to fill in the main details section of the application form as well as upload your CV and a cover letter. Your cover letter should clearly and explicitly address the requirements of the Person Specification and you should provide clear evidence and examples in your application which back-up any assertions you make in relation to each criterion. We recommend a maximum of 4 x A4 sides for this document.</p> <p>Copies of certificates for qualifications you have stated you have achieved in your application will be requested at offer stage; in particular, those that were deemed as essential for the post.</p> <p>The link to the application procedure can be found by returning to the position details page and clicking on 'click here to apply for this job'. Applications must be received by midnight on the closing date and unfortunately late applications cannot be accepted.</p> <p>If you are invited to attend an interview we will contact you by email confirming the arrangements. If you are not successful at the shortlist stage, we will also contact you by email to let you know.</p>
Feedback:	<p>Due to the large number of applications we receive, we are unable to provide feedback at shortlisting stage. We will provide feedback, if requested, following an interview.</p>
Test / Presentation:	<p>Many of the posts will involve a test, presentation or assessment day as part of the interview process. This could be in the form a clerical or IT test or a requirement to deliver a short presentation. Full details will be confirmed to you by email.</p>
Disability Confident Committed:	<p>The Two Ticks scheme has been replaced by the "disability confident" scheme.</p> <p>As users of the disability confident scheme, we guarantee to interview all disabled applicants who meet the essential criteria for our job vacancies.</p> <p>If you have a disability and require information regarding accessibility of our campus facilities please visit: http://www.disabledgo.com/en/org/university-of-kent</p>
Equality, Diversity and Inclusivity:	<p>All University staff are expected to be aware of, comply with, and support the University's policies with regards to ensuring and promoting equality, diversity and inclusivity. Relevant training and development should be undertaken, as required.</p> <p>Further information about EDI is available from the University's website at: http://www.kent.ac.uk/hr-equalityanddiversity/</p>

UK Visa and Immigration:	<p>The University of Kent is unable, under current immigration law, to employ candidates who are not eligible to live and work in the UK.</p> <p>For academic and research vacancies, or posts that require very specialist skills we can apply for a Certificate of Sponsorship (although there is no guarantee that this will be granted). This is on the basis that the criteria for such applications have been met.</p> <p>PLEASE NOTE - If you require/hold a visa to work in the UK, it is your responsibility to check the Home Office website to ensure that you understand the rules and the documentation required. It is also important to note that the rules concerning visas are changed and/or amended regularly.</p> <p>The Home Office website is: https://www.gov.uk/government/organisations/uk-visas-and-immigration</p>
Annual Leave:	<p>Whilst there is no prescribed holiday entitlement for Academic/Research staff, a notional figure of 43 days per annum is applied (pro rata for part time staff); 8 of these days are reserved for bank/public holidays and 5 are 'customary' days when the University closes at Christmas.</p>
Probation:	<p>The Probation Scheme at the University of Kent is a 4-stage process over 6 months.</p>
Pension:	<p>You will be contractually enrolled to become a member of USS (Universities Superannuation Scheme).</p> <p>Staff enter the USS Retirement Income Builder, which is a type of defined benefit pension scheme where benefits are based on each year's salary throughout your period of membership (on a Career Revalued Benefits basis). You will pay a monthly contribution equal to 9.6% of salary, while the University contributes 21.1%.</p> <p>You will also gain access to the USS Investment Builder, a defined contribution section where benefits at retirement are based on the contributions made by you and the University and the performance of the funds that your contributions are invested in. All members will have the option to join this section in addition to the USS Retirement Income Builder, whilst earners above the salary threshold of £58,596 p.a. will join automatically and pay core contributions above the salary threshold into this section.</p> <p>The University is launching Pensions<i>Plus</i> on 1 February 2020, which is a salary exchange arrangement for payment of pension contributions. You will be automatically opted into Pensions<i>Plus</i> after this date unless you choose to opt out. More details are available at https://www.kent.ac.uk/human-resources/pensions/pensionsplus.html</p> <p>If you elect to opt out of the pension scheme as soon as you join, you may be auto enrolled immediately. You may also be auto enrolled on our re-enrolment date which is every three years. Please see the link below for more information on auto enrolment: https://www.kent.ac.uk/human-resources/pensions/auto-enrolment.html</p>

	<p>For general scheme information see: http://www.kent.ac.uk/human-resources/pensions/USS-home.html or the USS website:</p> <p>https://www.uss.co.uk/members/members-home/the-uss-scheme</p>
Work Life Balance:	<p>The University recognises that staff have responsibilities and interests that have to be balanced with working life. It is the University's aim to create a well-managed, flexible working environment that supports staff and their families, promotes welfare, maintains working practices and provides a productive balance between work and life outside work. Operational needs must be taken into account, but managers are encouraged to be innovative in organising their team and respond positively to requests to alter working patterns to enable staff to fulfil more effectively their professional and personal commitments.</p>
Childcare:	<p>Oaks Day Nursery (Canterbury Campus): The Oaks Nursery based at the Canterbury Campus is an excellent benefit for staff and a great asset to the University. Places are offered on a first come first served basis and baby places are particularly limited so staff may wish to make contact as soon as their pregnancy is confirmed. For more information: http://oaksnurserykent.co.uk/</p> <p>Medway Campus: There is no University run day nursery at the Medway Campus, however the closest nursery to the campus is run by Busy Bees. For more information: http://www.busybeeschildcare.co.uk/nursery/chatham</p> <p>In October 2018 the Government launched a new Tax-Free Childcare scheme; new members of staff may now be able to get tax-free childcare paying up to £500 every 3 months (£2,000 per year) for each child to help with childcare costs. See https://www.gov.uk/help-with-childcare-costs/tax-free-childcare for further information.</p>
Nursery Salary Exchange Scheme:	<p>Nursery Salary Exchange Scheme Workplace Nurseries are childcare facilities provided by an employer and which are offered to employees, through a tax efficient salary sacrifice scheme. The Workplace Nursery Salary Exchange Scheme (for users of the Oaks Nursery on Canterbury Campus) enables eligible staff to opt to receive a lower salary – a salary exchange – in return for the University paying an equivalent amount of his/her nursery fees, via an amendment to contract. This arrangement means staff agree to receive a lower amount of gross pay and in return will be provided with free (or part thereof) workplace nursery places.</p>