

RESOURCING/ Additional Information



School of Biosciences

The School of Biosciences is set in a beautiful campus overlooking the ancient city of Canterbury. Students, postgraduates and staff choose Biosciences at Kent for a number of reasons, including:

- Our reputation as one of the best biology research and teaching institutes in the UK
- The friendly and supportive environment of the School
- The attractive city and surrounding countryside.

The School is consistently highly ranked among biological science Schools in the UK and houses a dynamic research community with five major research themes:

- Industrial Biotechnology
- Infection and drug resistance
- Cancer and age-related diseases
- Cellular architecture and dynamics
- Reproduction, evolution and genomics

This environment also provides an excellent setting for our postgraduate training programmes at both the PhD and MSc level.

The School has ca. 40 academic staff, 60 research staff (facility managers, research fellows, postdoctoral researchers and technicians), 170+ postgraduate students, 670+ undergraduates and 27 key support staff. The School accommodates independent research fellows funded by a range of funding agencies, and provides an outstanding environment for young scientists from across the globe to develop their careers as internationally competitive bioscientists. The average research grant income per member of academic staff (excluding teaching-only staff) over the last 3 years was over £124k per year - a testament to both the excellence of our research and the support provided to younger members of academic staff. 82% of staff have significant research income (by far the highest figure in any University of Kent School).

In REF2014, Bioscience at Kent was ranked 23rd overall in its field, rising to 7th when 'research intensity' was taken into account. And in the 2015 National Student Survey, the three main Undergraduate programmes taught by the School were in the top 10 in their field for overall student satisfaction.

Teaching

The School admits a total of about 200 undergraduates a year onto three main BSc programmes: Biomedical Science, Biochemistry and Biology. Each degree programme offers a variant with a work placement year or year abroad, and all programmes are accredited by relevant professional bodies (Royal Society of Biology; Institute of Biomedical Science). The



School is regularly ranked in the top 10 in the UK for overall student satisfaction in the National Student Survey, including in the last 3 years.

The School also runs a suite of taught postgraduate (MSc) programmes in specialist areas with over 60 MSc students a year. There are currently 90 FT PhD students and approximately 50 MSc Research students in the School

Research within the School of Biosciences

Our research is focused on 5 main themes:

Industrial Biotechnology (coordinator: Professor C. Mark Smales)

Applied research has always been a Kent strength and the Industrial Biotechnology group has played a central role in Biosciences' rising research profile. Members of the group work closely with a wide range of industrial partners in the IB area. The School has particular strengths in (i) application of pathway manipulation/introduction and synthetic biology applications (e.g. for vitamin biosynthesis, biofuels, generation of bacterial microcompartments, metabolic rewiring of cellular systems, manipulation of mammalian cell secretory pathway) in prokaryotic and eukaryotic systems, (ii) cell engineering for re-wiring of bacterial, yeast and mammalian cell phenotypes and its application to industrial biotechnology (e.g. to produce new and enhanced cell chassis for biotherapeutic production, for vaccine development, to generate small molecule and high value intermediates), (iii) the study of protein biochemistry and its industrial application in above areas, (iv) fermentation and tools for the selection/evolution of suitable traits. The research is supported by research grants that include a range of substantial consortium grants, including £2.6m and £1.6m 'IB Catalyst' grants, 2 Horizon2020 Marie Curie Innovative Training Network grants, and a £2.4m BBSRC sLola grant. The research has furthermore taken on a global dimension with the recent award of a £4.8m 'Global Challenges Research Fund' grant led by Kent.

Infection and drug resistance (coordinator: Prof Mick Tuite)

This highly dynamic and multidisciplinary group is focused on understanding basic mechanisms underlying virulence, pathogenicity and drug resistance in a wide variety of human pathogens (viruses, parasites, bacterial and fungal pathogens). The group also investigates the development of drug resistance in cancer cells and investigates the mechanisms by which proteins such as prions may serve as infectious agents. This group includes members of the Kent Fungal Group (<https://www.kentfungalgroupp.com/>) and the ResistAnce Pathogenicity and Infectious Diseases (RAPID) group. The group especially encourage links between academics, clinicians and enterprise. Their research is supported by research grants from the BBSRC, Wellcome Trust, EPSRC, MRC and the Bill and Melinda Gates Foundation.

Cancer and age-related diseases (coordinator: Professor Michelle Garrett)

The pathophysiological and basic molecular mechanisms underlying the ageing process and the formation and progression of cancer, as a major age-related disease, are investigated by this group. In the cancer field, there is a focus on the investigation of anti-cancer therapies including the discovery and development of novel anti-cancer drugs, anti-cancer drug targets, and biomarkers. The research combines experimental wet lab-based approaches in mammalian cell lines, *C. elegans*, and pre-clinical cancer models with computational/bioinformatics-based research. With the Resistant Cancer Cell Line (RCCL) collection, the School hosts the worldwide largest collection of models of acquired drug resistance. The group has received funding from research funders including the BBSRC, MRC, CRUK, Kent Cancer Trust, Breast Cancer Kent, the Royal Society, the Rosetrees Trust, and the Bill & Melinda Gates Foundation and works in collaboration with a range of industrial partners.

Cellular architecture and dynamics (coordinator: Professor Mike Geeves)

This group builds on School strengths in both cell biology and molecular protein science to study the generation, sensing and control of mechanical forces in the living cell at all levels from the single molecule to the cell. These processes are relevant to important diseases such as cancer, infertility, heart disease, deafness, blindness, Parkinson's and autoimmune diseases. The core group studies molecular motors, cell adhesion and nuclear processes but brings in wide collaborations from across the School, Faculty and University to generate a multidisciplinary approach to address biological questions. The group has a strong record of attracting funding (> £4m currently) and high quality Research Fellows currently including Toseland (MRC Career Development Award), Racca (EU Incoming Marie Skłodowska-Curie Fellowship) and Fili (Newton Fund Fellow).

Reproduction, evolution and genomics (coordinator: Professor Darren Griffin)

Research is focused on practical and therapeutic applications for the prognosis, prediction, diagnosis of genetic diseases in humans and on the application of genomics and assisted reproduction for improvement of agriculture and understanding genome evolution. A key challenge is to understand the molecular basis of impaired fertility, IVF failure, pregnancy loss and congenital malformation in newborns. There are strong links with end-users such as IVF clinics and technology commonplace therein is being adapted to understand reproductive performance in agricultural species. Research is enhanced by interactions facilitated by the Centre for Interdisciplinary Studies of Reproduction that facilitates greater public engagement and impact.

Activities in each of these research themes are coordinated through integrated research support groups who meet on a regular basis to discuss joint grant applications, equipment needs and internal research collaborations. Each research area defines a general theme which best describes the major research interests of several members of staff and their research groups. They provide an important framework for fostering productive interdisciplinary collaboration and the development of new, often innovative, research projects. Members from all groups are also involved in the Industrial Biotechnology Centre (formerly the Centre for Molecular Processing). Furthermore, the research we undertake is supported by four major research facilities that contain a wide range of state-of-the-art equipment for modern research in the molecular, cellular and physical biosciences.

The School also has a record of successful interactions with industry on many levels and has a substantial portfolio of enterprise activity and expertise including patents sub-licensed to major international pharmaceutical companies.

For further details, please visit: www.kent.ac.uk/bio

About the University of Kent

Established in 1965, the University of Kent – the UK's European university – now has almost 20,000 students across campuses or study centres at Canterbury, Medway, Tonbridge, Brussels, Paris, Athens and Rome.

It was ranked 22nd in the Guardian University Guide 2018 and in June 2017 was awarded a gold rating, the highest, in the UK Government's Teaching Excellence Framework (TEF).

In 2018 it was also ranked in the top 500 of Shanghai Ranking's Academic Ranking of World Universities and 47th in the Times Higher Education's (THE) new European Teaching Rankings.

Kent is ranked 17th in the UK for research intensity (REF 2014). It has world-leading research in all subjects and 97% of its research is deemed by the REF to be of international quality.

Along with the universities of East Anglia and Essex, Kent is a member of the Eastern Arc Research Consortium (www.kent.ac.uk/about/partnerships/eastern-arc.html).

The University is worth £0.7 billion to the economy of the south east and supports more than 7,800 jobs in the region. Student off-campus spend contributes £293.3m and 2,532 full-time-equivalent jobs to those totals.

Kent has received two Queen's Anniversary prizes for Higher and Further Education.

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>
Presentation:	<p>Most Academic posts will involve a presentation as part of the interview process. Full details will be confirmed to you by email.</p>
Job Share:	<p>Applications to job-share this post are welcomed. If you wish to apply on a job-share basis indicate this on your application and include:</p>

	<ul style="list-style-type: none"> ▪ If you are applying as part of a job-share team (please give name of sharer) or as an individual. ▪ The proportion of the job you would wish to work, expressed as a percentage. ▪ Whether you would be interested in the job on a full-time basis if a suitable sharer does not come forward.
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>
Salary Scale:	<p>Employees receive an increment annually until the top of the scale is reached. In addition, there is normally a nationally agreed annual cost of living salary increase.</p> <p>For new employees to the University, the first spine point of the grade is usually offered, unless otherwise agreed. The scale (ie top and bottom spine points) appears on the advert and the Job Description.</p> <p>Successful internal candidates on the same grade will transfer on their current spine point and the annual increment will not be affected. For those moving to a higher grade, the first spine point of the new grade will be offered, unless otherwise agreed.</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>
Post Graduate Certificate in Higher Education:	<p>Post Graduate Certificate in Higher Education: Depending on qualifications and experience, there may be a requirement to register for, and complete the Kent Post Graduate Certificate in Higher Education. This part time 60 credit, Masters level programme is specifically designed for academic colleagues who embark on a research and/or teaching career in Higher Education, and consists of two core modules:</p> <ul style="list-style-type: none"> ▪ An introduction to Learning, Teaching and the Academic Environment ▪ Critical Perspectives on Academic Practice ▪ Plus two modules of choice from a range of seven. <p>The department is expected to take the commitment to this programme into account when allocating the workload and a departmental mentor is assigned until completion.</p> <p>The programme is accredited by the Higher Education Academy which ensures this Kent qualification is portable across the British HE sector. If you already have a teaching qualification or substantial experience of research and/or learning and teaching in their broadest sense, you may be eligible for exemption from parts of the programme.</p> <p>To find out more about the programme, please refer to the website: http://www.kent.ac.uk/teaching/qualifications/index.html</p>
Probation:	<p>For further information, please visit: http://www.kent.ac.uk/hr-staffinformation/documents/policies/probation/academic_probation/1-Academic-staff-probation-policy.pdf</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 8% of salary, while the University contributes 18%.</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 £55,550 p.a. will join automatically and pay core contributions above the salary threshold into this section.</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> <p>A period of employer-led consultation with USS members and eligible staff took place in 2018 regarding cost-sharing proposals resulting in an increase to contributions from April 2019; contributions rates will also change on 1 October 2019. Further consultation is expected in 2019 regarding changes to the USS contribution and benefit structure. Information can be found on the Kent HR webpages at:</p> <p>https://www.kent.ac.uk/human-resources/pensions/uss-changesnov17/index.html</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</p>

	gross pay and in return will be provided with free (or part thereof) workplace nursery places.
Relocation:	The University offers assistance with relocation expenses for those who have to move to the vicinity of a University Campus to a post, which is tenable for two or more years, and a Grade 7 or above.