

## RESOURCING/

## JOB DESCRIPTION:

### Lecturer in Conservation Science



<b>Ref Number:</b>	<b>HSS-212-24-R</b>
<b>Salary Scale:</b>	<b>Grade 7 to 8: £36,386 - £50,300 per annum</b>
<b>Contract:</b>	<b>1 x Full-time for 4 years 1 x Full-time for 3 years</b>
<b>School/Department:</b>	<b>Durrell Institute of Conservation and Ecology (DICE)</b>
<b>Location:</b>	<b>University of Kent, Canterbury Campus</b>
<b>Responsible to<sup>1</sup>:</b>	<b>Director of DICE or nominee</b>
<b>Expected start date:</b>	<b>1<sup>st</sup> August 2024</b>

#### The Role

The Durrell Institute of Conservation and Ecology (DICE) seeks to appoint an ambitious and highly motivated Lecturer in Conservation Science. Our new colleague will have a strong research profile in conservation-related natural science, social sciences, economics and/or interdisciplinary research. This lectureship will let them firmly establish their academic career and develop a thriving research programme, and it is our intention to make this post permanent at the end of the four years.

DICE is a world-leading institute, ranked 1<sup>st</sup> in the UK for the quality of our outputs in the REF21 Geography and Environmental Studies unit of assessment and awarded a Queen's Anniversary Prize in 2019 in recognition of our 'pioneering education, capacity building and research in global nature conservation'. This lectureship appointment comes at an exciting time for DICE, as we recently received >£10 million of research investment. Through Research England's prestigious Expanding Excellence in England (E3) scheme, DICE will focus on terrestrial and marine (re)wilding in East Kent, developing nature recovery networks in south-east England and international policy and practice related to OECMs (other effective area-based conservation measures). In addition, funding from the Leverhulme Trust will support a cohort of doctoral scholars over the next 8 years, confirming University of Kent as the UK's leading interdisciplinary research training centre in conservation.

These major new research programmes are designed to support a radical shift in how we imagine, design and implement effective and inclusive conservation solutions at the landscape and seascape level. The successful candidate will play a key role in supporting this change by leading research and helping train the next generation of early career researchers. They will have a profile that demonstrates their commitment to conservation impact, bringing a cutting-edge research agenda and publication profile in conservation science, complementing and enhancing the core strengths of DICE.

<sup>1</sup> Line Manager may be subject to change and will be confirmed in the employment contract issued to the successful candidate.



We are very open to applications from candidates from atypical backgrounds and career paths, irrespective of geographical, sectoral and inter-organisational mobility. Career breaks will not be penalised. We also particularly welcome candidates who identify as other than male and from non-white ethnicities. Our new colleagues will receive support and mentoring on career development and student supervision from senior members of DICE.

### Key Accountabilities/Primary Responsibilities

- Carry out internationally excellent research on conservation science, independently and collaboratively, producing world-leading publications that will contribute significantly to DICE's REF strategy.
- Play a key role in the new E3 and Leverhulme Trust research programmes, in collaboration with senior colleagues, by leading and conducting research, engaging with partners and managing teams of postdoctoral researchers, innovation fellows and PhD students.
- Pursue and secure external research funding through competitive research grant applications and innovation contracts.
- Successfully recruit and supervise postgraduate research students (e.g. Leverhulme Space for Nature Doctoral Scholars, NERC ARIES students, ESRC SEDarc students).
- Contribute to the development and teaching of our BSc programme in Ecology and Conservation and MSc programmes in Conservation Science.

### Key Duties

- Undertake original, high-quality research and publish in leading journals.
- Support the activities of the E3 and Leverhulme research programmes, which will include leading projects, mentoring students, developing partnerships with conservation stakeholders, and organising and participating in research and engagement events.
- Liaise with relevant members of staff on programme design, delivery, assessment and monitoring.
- Carry out administrative roles at DICE, Division or University level commensurate with the status of Lecturer.
- Engage on a continuous and meaningful basis with colleagues in DICE and contribute to a cohesive and collegial work environment.

Such other duties, commensurate with the grading of the post that may be assigned by the Director of DICE or their nominee.

### Health, Safety & Wellbeing Considerations

This role involves undertaking duties which include the Health, Safety and wellbeing issues outlined below. Please be aware of these, when considering your suitability for the role.

- Regular use of Display Screen Equipment
- Regular national and international travel to academic and research venues

## Internal & External Relationships

**Internal:** The successful candidate will be expected to interact with other academic and administrative staff within DICE, as well as other departments across the University including staff associated with the Division of Human and Social Sciences, HR and Research Services.

**External:** The successful candidate may be expected to interact with funding bodies, local businesses, local, national, international and EU government departments, charities and other not-for-profit organisations, and appropriate professional bodies.

## Person Specification

The Person Specification details the necessary skills, qualifications, experience or other attributes needed to carry out the job. Please be aware that your application will be measured against the criteria published below.

Selection panels will be looking for clear evidence and examples in your application, or in your cover letter where applicable, which back-up any assertions you make in relation to each criterion.

Qualifications/Training	Essential	Desirable	Assessed via*
PhD (or equivalent) in conservation science or a relevant subject	✓		A
Fellowship of the Higher Education Academy and/or teaching qualification (PGCHE), or equivalent experience*		✓	A

\* Candidates without qualification will be expected to obtain one as part of their probation

Experience/Knowledge	Essential	Desirable	Assessed via*
Strong track record of research publications in journals relevant to biodiversity conservation, as evidenced by citation record (e.g. in Web of Knowledge or Scopus)	✓		A
Specialist knowledge of, and research experience in, a field relevant to conservation science	✓		A
Experience of applying for research grant funding and generation of research income	✓		A, I
Track record of successful PhD supervision		✓	A, I

Skills/Abilities	Essential	Desirable	Assessed via*
Excellent communication and interpersonal skills	✓		I, T

Ability to conduct impactful research	✓		I, T
Teaching ability of a high standard at undergraduate and/or postgraduate level in the areas required	✓		I, T
Good organisational, administrative and IT skills	✓		I
Effective team working skills and an ability to exercise personal responsibility	✓		I, T

Additional Attributes	Essential	Desirable	Assessed via*
Commitment to deliver Equality, Diversity and Inclusivity in recruitment	✓		I
A willingness to embrace the multidisciplinary environment found in DICE and to collaborate with colleagues within and beyond DICE	✓		I
A willingness to contribute to the development of the DICE's programmes, research and other activities	✓		I

**\*Criterion to be assessed via:**

- A = application form or CV/cover letter**
- I = interview questions**
- T = test or presentation at interview**