

## RESOURCING/

## JOB DESCRIPTION:

### Innovation Fellow in Conservation Science



Ref Number:	HSS-220- 24
Salary Scale:	Grade 7: £36,386 - £40,931 per annum
Contract:	3 posts, each full-time for 2.5 years
School/Department:	Durrell Institute of Conservation and Ecology (DICE)
Location:	University of Kent, Canterbury Campus
Responsible to <sup>1</sup> :	Director of DICE or nominee
Expected start date:	1 <sup>st</sup> August 2024

### The Role

In this role you will develop and implement innovative approaches for creating, monitoring and funding conservation area and nature recovery networks, providing guidance and advice for local and national governments, environmental NGOs and the private sector. They will also work with colleagues to bid for and deliver consultancy tenders. You will have a strong research profile and backgrounds in either (a) biodiversity metrics and monitoring, (b) spatial planning for conservation and connectivity, or (c) environmental/ecological economics.

You will be responsible for implementing the innovation component of the [E3 'Sharing Space for Nature' initiative](#), working on short- and long-term consultancy projects that use the latest research to meet the needs of a range of businesses and organisations. You will collaborate with all DICE members to develop new, interdisciplinary approaches and publish them in the scientific literature. Your profile will demonstrate your commitment to conservation impact, your ability to work in a team and meet project deadlines, and a willingness to work with stakeholders and mainstream research.

*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 from senior members of DICE.*

*Each fellowship is funded for 5 years, so it is our intention to extend the initial contracts by 2.5 years subject to a successful mid-project review.*

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



## About DICE

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'. These fellowship appointments come 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 create the E3 'Sharing Space for Nature' initiative comprising three clusters that will focus on: (i) wilding in East Kent, (ii) nature recovery networks in south-east England and (iii) 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 the 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.

## Key Accountabilities/Primary Responsibilities

- Play a key role in the new E3 'Sharing Space for Nature' initiative by developing/bidding for and implementing consultancy contracts for governments, NGOs and the private sector.
- Publish state-of-the-art research, in collaboration with DICE colleagues, project partners and postgraduate students, which identifies research gaps and outlines new methods and approaches for mainstreaming E3 research.
- Co-organise and co-lead the different online and in-person research and outreach events linked to the E3 initiative, building the E3 network and developing new innovation opportunities and partnerships.

## Key Duties

- Develop new methods based on the latest research and technologies that meet the needs of potential clients from governments, environmental NGOs and the private sector.
- Successfully bid for and complete innovation contracts for a range of different conservation, restoration and environment related organisations.
- Co-organise and participating in the relevant research and outreach events related to wilding, nature recovery networks and conserved areas.
- Support the activities of the E3 initiative, which will include mentoring students and developing partnerships with conservation stakeholders.
- 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 (e.g. 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, 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
Experience/Knowledge	Essential	Desirable	Assessed via*
Strong track record of research publications relevant to biodiversity conservation, as evidenced by citation record (e.g. in Web of Knowledge or Scopus), commensurate with the number of years since PhD completion	✓		A
Specialist knowledge of, and research experience in, a field relevant to biodiversity metrics and monitoring, spatial planning for conservation and connectivity, or environmental economics.	✓		A
Experience of applying for funding and generation of income for innovation and/or research, commensurate with the number of years since PhD completion		✓	A, I
Experience of designing and working on consultancy and/or research projects		✓	A, I

Experience of organising research and outreach events and building links and networks with external partners.		✓	A, I
<b>Skills/Abilities</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assessed via*</b>
Excellent communication and interpersonal skills	✓		I, T
Ability to conduct impactful research within strict deadlines	✓		I, T
Good organisational, administrative and IT skills	✓		I
Effective team working skills and an ability to exercise personal responsibility	✓		I, T
<b>Additional Attributes</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assessed via*</b>
Commitment to deliver Equality, Diversity and Inclusivity	✓		I
A willingness to embrace the interdisciplinary 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 research, impact 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