

RESOURCING/

JOB DESCRIPTION:

Research Fellow in Conservation Science



Ref Number:	HSS-221-24
Salary Scale:	Grade 7: £36,386 - £40,931 per annum
Contract:	4 posts, each full-time for 5 years
School/Department:	Durrell Institute of Conservation and Ecology (DICE)
Location:	University of Kent, Canterbury Campus
Responsible to ¹ :	Director of DICE or nominee
Expected start date:	1 st August 2024

The Role

The Research Fellow role is funded through the [E3 'Sharing Space for Nature' initiative](#), joining one of the research clusters, but working with all DICE members to achieve the overall programme goals.

In this role you will develop your own cutting-edge research agenda, supervise MSc/PhD students and co-organise research and outreach events. You will have a strong research profile in terrestrial conservation – in either natural science, social sciences, economics and/or interdisciplinary research, demonstrating your commitment to conservation impact.

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.

About DICE

DICE is a world-leading institute, ranked 1st 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

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



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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 and publishing state-of-the-art research, in collaboration with DICE colleagues, project partners and postgraduate students.
- Ensure the success of the different online and in-person research and outreach events linked to the E3 initiative
- Build the E3 network and develop new opportunities and partnerships.

Key Duties

- Undertake original, high-quality research and publish in leading journals.
- Support the activities of the E3 initiative to achieve the overarching objectives
- Co-supervise and/or mentor postgraduate researchers
- Develop partnerships with conservation stakeholders
- Co-organise and participate in research and outreach events.
- Present and promote the research findings at national and international meetings
- 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, 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
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 terrestrial conservation science	✓		A
Experience of applying for research grant funding and generation of research income, commensurate with the number of years since PhD completion		✓	A, I
Experience of organising research and/or outreach events		✓	A, I
Experience of supervising student research projects		✓	A, I
Skills/Abilities	Essential	Desirable	Assessed via*
Excellent communication and interpersonal skills	✓		I, T
Ability to conduct impactful research	✓		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	✓		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**

