



## Job Description

|                          |                             |
|--------------------------|-----------------------------|
| <b>Job title</b>         | Reader                      |
| <b>Department/School</b> | Biology and Biochemistry    |
| <b>Job family</b>        | Education and Research      |
| <b>Grade</b>             | 9                           |
| <b>Reporting to</b>      | Head of Department/Group    |
| <b>Responsible for</b>   | Any research staff/students |
| <b>Location</b>          | University of Bath premises |

### Background and context

Biology and Biochemistry is an internationally renowned Department that aims to provide our researchers and students with a stimulating and inspirational multidisciplinary environment in which they can achieve their ambitions. The Department is therefore committed to achieving excellence in both research and teaching. REF 2014 judged 85% of our research output as world leading or internationally excellent, and our teaching consistently receives very high student satisfaction in the NSS.

We are seeking an outstanding scientist with an established research and teaching reputation in infection and immunity, with clear evidence of sustained ability fund their research through external funding. Within this broad area, we welcome applicants whose programmes incorporate the use of molecular microbiology studies of the bases for microbial virulence, evolution and adaptation, incorporating genomics approaches. These areas can encompass the key priority area of antimicrobial resistance but should also position the appointee for establishing collaborations with existing researchers within the Infection and Immunity theme at Bath and with colleagues in the Milner Centre for Evolution.

The University of Bath is an Equal Opportunities Employer. We strongly value diversity among our students, staff and faculty, and welcome applications from women and members of minority groups.

Informal enquiries may be made in complete confidence to Cell and Developmental Biology Theme Lead, Dr Susanne Gebhard (email S. [Gebhard@bath.ac.uk](mailto:Gebhard@bath.ac.uk)) or Head of Department, Prof Rod Scott ([bssrjs@bath.ac.uk](mailto:bssrjs@bath.ac.uk)).

| <b>Job purpose</b>   |
|--|
| To lead research with international impact and profile; contribute to teaching at undergraduate and postgraduate level; supervise postgraduate research students, and undertake management and leadership duties commensurate with the role. |

| <b>Main duties and responsibilities</b>  |   |
|--|---|
| <p>The job duties and responsibilities listed below are intended to describe the general nature of the role. <u>In exceptional circumstances</u> jobholders may be required to undertake research and scholarship duties only e.g. where external funding has been secured for research.</p> <p>The duties and responsibilities and the balance between the elements in the role may change or vary over time depending on the specific needs at a specific point in time, or due to changing needs in the department/group. Jobholders should note that there may not be an immediate requirement to carry out all the activities listed below.</p> |   |
| <b>1</b>   | <b>Research &amp; scholarship</b>   |
| a  | Lead a research team as appropriate to the discipline, including supervision of research students and staff, ensuring the highest standards of ethics and integrity in research.                                  |
| b  | Lead collaborative research projects as appropriate to the discipline, normally at an international level, which may include international partners.  |
| c  | Attract substantial external funding to support research activity in collaboration with other Universities or organisations as appropriate to the discipline  |
| d  | Maintain a regular output of highest quality research which is published in leading research journals and national/international conferences or other outputs as appropriate to the discipline.                   |
| e  | Present research at national and/or international conferences and/ or at other appropriate events.  |
| f  | Engage effectively in non-academic impact of research, including substantial knowledge or technology exchange and/or public engagement activities, involving a range of partnerships with external organisations. |
| g  | Contribute to the development and implementation of research strategies in the Department/School.   |
| <b>2</b>   | <b>Teaching</b>   |

|          |  |
|----------|--|
| a        | Deliver a wide range of effective and inclusive teaching and supporting learning activities  |
| b        | Assess the work and progress of students and provide them with constructive feedback.  |
| c        | Seek ways of improving performance by reflecting on teaching design and delivery and obtaining and analysing feedback.   |
| d        | Engage in professional development in relation to teaching, learning and assessment, including the use of an evidence-informed approach, which utilises the outcomes of research and scholarship, to enhance practice. |
| e        | Contribute to outreach and/or Widening Participation activity within the Department, Faculty/School or University.   |
| <b>3</b> | <b>Management and leadership</b>   |
| a        | Undertake specific leadership roles in the Department /Faculty e.g. Director of Studies, and contribute to institutional committees and working parties.   |
| b        | Manage and support colleagues with less experience and facilitate their academic and personal development.   |
| c        | Represent the Department in external relations as required.  |
| d        | Foster and develop internal or external networks of benefit to the Department /School /University  |

## Person Specification

| Criteria   | Essential | Desirable | Examples measured by |
|--|-----------|-----------|----------------------|
| <b>Qualifications</b>  |           |           |                      |
| PhD or equivalent in relevant discipline   | √         |           |                      |
| UG degree in relevant discipline or equivalent qualification/experience  | √         |           |                      |
| Membership of professional body (e.g. xx)  |           | √         |                      |
| Higher education teaching qualification or professional recognition (e.g. PGCert, FHEA or equivalent)                                    |           | √         |                      |
| <b>Experience/Knowledge</b>  |           |           |                      |
| Experience in providing research leadership  | √         |           |                      |
| Excellent record of publications in leading peer-reviewed journals at a national and normally international level                        | √         |           |                      |
| Strong record of research funding as appropriate to the discipline   | √         |           |                      |
| Demonstrates depth and breadth of understanding of subject matter at a complex conceptual level  | √         |           |                      |
| Up to date knowledge of content and methods of teaching and /or supporting learning including the value and use of learning technologies | √         |           |                      |
| <b>Skills</b>  |           |           |                      |
| Academic leadership  | √         |           |                      |
| Ability to articulate a research vision and strategy for development, implementation and delivery of successful research projects        | √         |           |                      |
| Excellent written and verbal communication skills including presentation skills  | √         |           |                      |
| Excellent interpersonal skills, communication style and team working   | √         |           |                      |
| Evidence of positive working relationships within the University, community, business and other partners                                 | √         |           |                      |
| <b>Attributes</b>  |           |           |                      |
| Commitment to excellence in research and teaching and to providing the highest quality   |           |           |                      |

|  |   |  |  |
|--|---|--|--|
| experience for students  | √ |  |  |
| Commitment to working within professional and ethical codes of conduct | √ |  |  |