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**Job Description**

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| **Job title** | Lecturer (Assistant Professor) in Inorganic Chemistry |
| **Department/School** | Chemistry |
| **Job family** | Education and Research |
| **Grade** | 8 |
| **Reporting to** | Head of Department |
| **Responsible for** | Any research staff/students appointed to grants held |
| **Location** | University of Bath premises |

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| **Background and context** |
| The Department of Chemistry at the University of Bath is seeking two Lecturers, to join our thriving Inorganic Chemistry and Physical Chemistry sections, respectively. We are looking for people whose track records demonstrate the potential for internationally leading research, preferably in the broad field of sustainable chemical technologies and/or healthcare, although we will consider applications from candidates working in "inorganic chemistry" and "physical chemistry" in the widest sense. Interacting with and complementing existing research within the department will be an advantage.  The Department is structured in five broad research themes: Analytical, Health, Interfaces, Materials and Transformations. These research themes are used as a vehicle to improve progress and achievement in research funding, outputs and impact. In the most recent REF, 98% of our submitted research was rated internationally recognised, excellent or world-leading.  Interdisciplinary research is encouraged and currently projects on a wide range of topics including sustainability, the life-sciences interface and functional materials are in progress, together with teams drawn from other departments across the University. The department hosts the Centre for Sustainable and Circular Technologies (CSCT) which has proved a very effective means of facilitating cross-university collaborations, most notably with colleagues in Chemical Engineering.  The Department scored strongly in the most recent National Student Survey, with an overall satisfaction score of 97%, fifth in the UK. Being willing and able to teach either inorganic chemistry or physical chemistry in both lectures and laboratory classes is vital for these positions.  The Department holds an Athena Swan Silver Award reflecting our commitment to Equality, Diversity and Inclusion, and we expect all staff to share this commitment. |

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| **Job purpose** |
| To conduct research with a high potential for national/international impact and profile; undertake teaching at undergraduate and postgraduate level; supervise postgraduate research students, and undertake management and administrative duties commensurate with the role. |

| **Main duties and responsibilities** | |
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| The job duties and responsibilities listed below are intended to describe the general nature of the role. 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. Applicants should note that there may not be an immediate requirement to carry out all the activities listed below. | |
| **1** | **Research** |
| a | Establish own area of independent work to undertake high impact, internationally leading research, ensuring a commitment to the highest standards of ethics and integrity in research. |
| b | Participate in collaborative research projects as appropriate to the discipline. |
| c | Identify sources of funding and secure funding for own and collaborative research programmes. |
| d | Write papers and submit for publication in leading research journals and other appropriate sources. |
| f | Present research at national and/or international conferences and/or at other appropriate events. |
| g | Supervise doctoral research students as required. |
| h | 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. |
| i | To develop an external profile and reputation through activities such as refereeing, conference organisation or professional body activities. |
| **2** | **Teaching** |
| a | Design, plan and implement effective and inclusive teaching and supporting learning activities. |
| b | Teach across a range of units within either inorganic or physical chemistry using appropriate teaching, learning support and assessment methods and technologies. |
| c | Assess the work and progress of students and provide them with constructive feedback. |
| d | Seek ways of improving performance by reflecting on teaching design and delivery and obtaining and analysing feedback. |
| e | Develop ideas for improving the learning environment, teaching and/or assessment and feedback methods. |
| f | 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*.* |
| g | Contribute to outreach and/or Widening Participation activity within the Department, Faculty or University. |
| **3** | **Management and administration** |
| a | Undertake internal roles of responsibility e.g. contribute to committees and working parties, act as Admissions Tutor. |
| b | Advise and support colleagues with less experience and advise on academic and personal development. |
| c | Participate in internal initiatives/events to the benefit of the University e.g. open days, outreach activities, student placements. |
| d | Act as supervisor for the work of others, for example, research teams or projects or as PhD supervisor. |

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| **Special conditions** |
| All appointments to Lecturer posts are subject to three years’ probation and successful completion of the 'The Pathway to HEA Fellowship for Probationers’ (PHEAF). Individuals may be granted exemption from the PHEAF and/or probation at the University’s discretion. |

**Person Specification**

| **Criteria** | **Essential** | **Desirable** |
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| **Qualifications** |  |  |
| PhD or equivalent in relevant discipline  UG degree in relevant discipline or equivalent qualification/experience  Membership of professional body (e.g. RSC, ACS, SCI)  Higher education teaching qualification or professional recognition (e.g. PGCert, FHEA or equivalent) | √  √ | √  √ |
| **Experience/Knowledge** |  |  |
| Substantial experience in relevant research field  An emerging track record in research in relevant subject commensurate with stage of career  Demonstrates depth and breadth of understanding of subject matters at a complex conceptual level  Experience of teaching at UG/PG level | √  √ | √  √ |
| **Skills** |  |  |
| Excellent written and verbal communication skills including presentation skills  Excellent interpersonal skills, communication style and team working  A creative research vision for development, implementation and delivery of successful research projects  Ability to supervise PhD students  Excellent organisational and administrative skills  Ability to form positive working relationships within the University, community, business and other partners | √  √  √  √  √  √ |  |
| **Attributes** |  |  |
| 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  Versatility and innovation  Commitment to safe working practices  Commitment to collegiality and style of education offered by Bath | √  √  √  √  √ |  |