

CANDIDATE INFORMATION PACK



UNIVERSITY OF  
**BATH**

# DIRECTOR OF THE MILNER CENTRE



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*"We are a unique, cross-faculty research centre fostering the study of evolution that underpins biology and health "*





# INTRODUCTION MESSAGE

## DUNCAN CRAIG

### DEAN, FACULTY OF SCIENCE

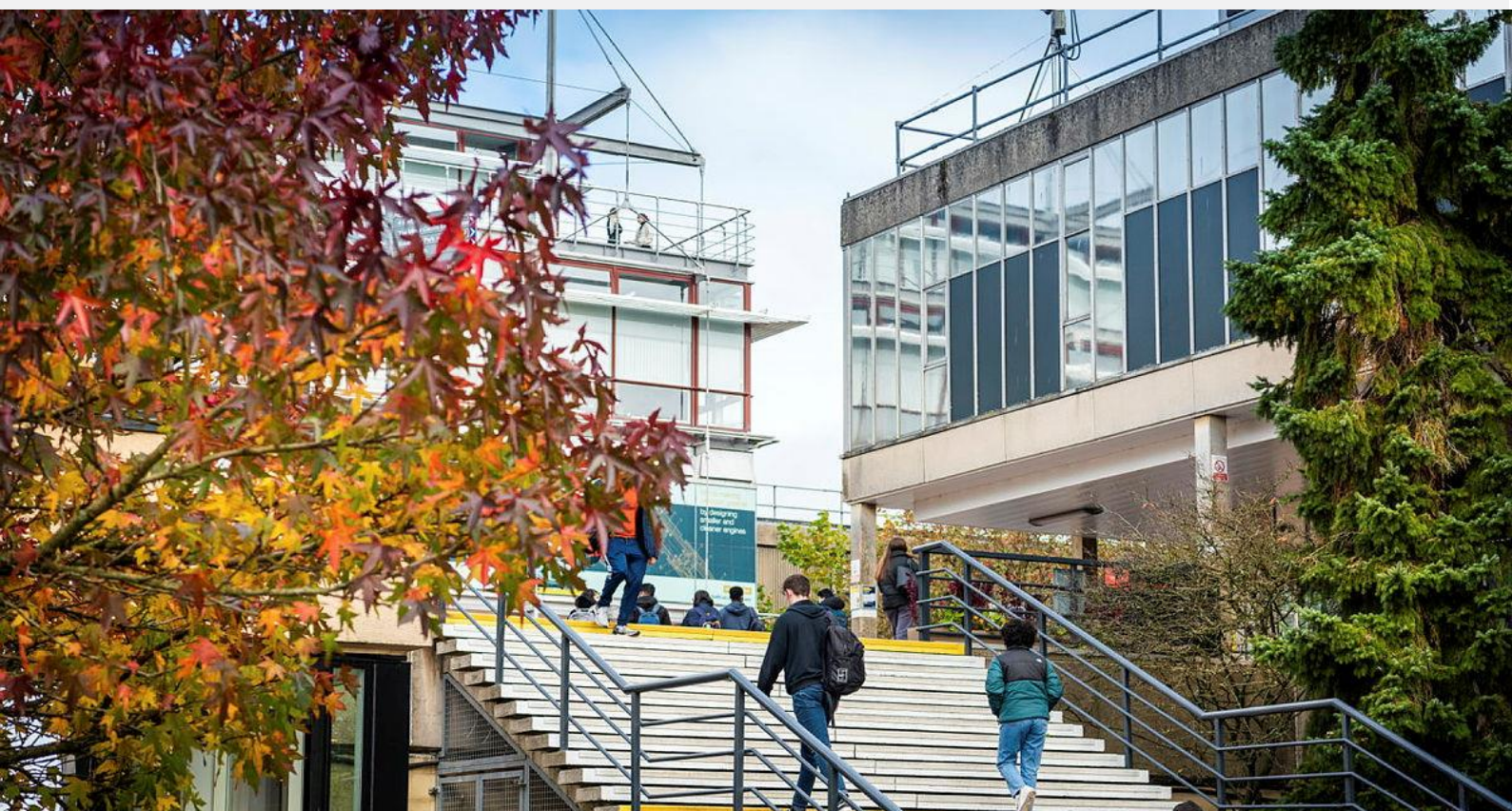
The University of Bath is one of the most innovative and high performing Universities in the UK. We are consistently ranked in the Top 10 in major league tables, with a strong and growing international profile. Key to the University's strategy moving forward is the success and achievements of its research Centres.

The Milner Centre for Evolution (MCE) opened in 2018, aiming to answer fundamental questions around evolution and to conduct world class research, along with a strong commitment to education and outreach. There are ca. 25 PIs in the MCE, with grant income in excess of £10M. Training of the next generation of research leaders is central to the success and future of the Centre.

The Centre prides itself on the diversity of its research strengths, high quality teaching and outreach focused agenda, aimed at inspiring the next generation of scientists. The Centre has been led by Prof. Laurence Hurst FMedSci FRS who is stepping down in 2023, and therefore we are recruiting a new Director.

We expect our new Director of the Milner Centre to be an innovative, active, interdisciplinary, and translational scientist who has the breadth of knowledge, experience, and outreach activities to be able to lead and inspire the Centre's work. We are looking for a colleague with excellent interpersonal skills and a vision for building an exciting, dynamic, and supportive environment essential for the continued success of the Centre. This role offers a real opportunity to shape the future direction of evolution research at Bath, building on existing strengths.

Duncan Craig  
Dean, Faculty of Science





# ABOUT THE UNIVERSITY

Fifty years of achievement have seen the University of Bath grow into a globally recognised institution with over 19,000 students from 147 countries. We believe in offering our students a well-rounded education: high quality teaching from research-led academics; placements as an integral part of our undergraduate courses, in turn supporting strong employability; a substantial and growing range of options for post-graduate study; and extra-curricular activities such as our award-winning sports facilities. The result: a very engaged, high-quality student body with strong values, impressive achievements, and excellent levels of student satisfaction.

Ours is a learning community, as students and academics work closely together in education and research. While this is frequently a transformative experience for students, the reach is very much wider, contributing to local and global understanding of the world in which we find ourselves. Our academics collaborate across traditional and emerging subject areas so that our research has practical applications with social and economic benefit. We continue to invest in new facilities and people to grow the impact of our research. We make a positive contribution to our community and the vigor of our local economy, accounting for around £380 million Gross Value Added (GVA) in Bath and North East Somerset and £1.2 billion to the UK. We work closely with globally recognised as well as small and specialised industrial partners and our Innovation Centre grows new businesses.

We are a vibrant, close-knit, intellectual, cultural, sporting, and social community who are proud of what we do and who we are, committed to using our skills and expertise to discover and solve real-world problems. From the beginning, the University was designed to be different, innovative, and inclusive.

Our compact campus provides a sense of community which underpins our commitment to collegiality. A lively, international, and impactful alumni community helps us reach out into the world. Linking with partners who are both national and international, industrial, and social, this is a place where social sciences, humanities, the arts, engineering, and the broader sciences, come together to benefit wider global society.



The University of Bath is known as an **innovative leader** in all areas of student experience, teaching and learning, research, and international profile:

Named the University of the Year by The Times and The Sunday Times Good University Guide 2023  
Ranked 8th best university in the UK by The Times and The Sunday Times Good University Guide 2023  
Ranked 7th best university in the UK, and 5th for career prospects after 15 months, by the Guardian University Guide 2023  
Ranked 8th best university in the UK in the Complete University Guide 2023  
Ranked 9th in The Times Higher Education 'Table of Tables' 2022  
Placed in the Top 100 of the international QS Graduate Employability Rankings 2022  
86% for overall student satisfaction in the National Student Survey 2022. This means we're ranked 1st in England and 3rd in the UK when comparing institutions listed in the Guardian University Guide.  
Ranked 4th in the UK in The Times Higher Education Student Experience Survey 2018

A snapshot of areas of innovation across the University includes:

The [Department of Life Science](#) is a new department in the University, and is in the a very strong position to respond to the UK and international research priorities. There is a culture of research excellence, strong links to industry and training the next generation of scientists.

[The Milner Centre for Evolution](#) brings together our intellectual expertise in evolution research in this state-of- the-art research facility. This centre asks the big evolutionary questions, finds new technological and clinical research applications, and takes evolutionary research into the community.

Based at the Bristol Bath Science Park, the [Institute for Advanced Automotive Propulsion Systems](#) (IAAPS) will be industry focused and compete on a global scale to support the UK in delivering transformational research in the years to come. Combining the world's best engineers with industry, underpinned by a track record in expertise and delivery from the University of Bath, IAAPS can help deliver the vehicles of the future, securing jobs and investment.

Led by the University of Bath, [The Institute of Coding](#) brings together universities, large corporates, small and medium sized enterprises, established industry groups, experts in the delivery of distance and non-traditional learning and professional bodies to develop and deliver innovative, industry-focused education across the UK.

A new high-profile [International Olympic Committee \(IOC\) Research Centre](#) to focus on injury prevention in sport will be based at the universities of Bath and Edinburgh. For over a decade, the University of Bath has been leading ground-breaking research to improve player safety in rugby. Major projects completed with England Rugby and World Rugby directly informed scrum law changes. Most recently, its development of the injury prevention programme, 'Activate', led to its global roll-out by World Rugby.





# THE MILNER CENTRE FOR EVOLUTION

The Milner Centre for Evolution grew from the “Evolution and Biodiversity” research theme within the historical Biology and Biochemistry Department. We achieved a critical mass of academics who use evolution theory to ask the big evolutionary questions, and who apply this to new technological and clinical research problems. The Centre was established in 2018 and named after Bath alumnus, Dr Jonathan Milner. A unique feature of the Milner Centre is that it takes evolutionary research into the community with a variety of outreach activities, from providing educational resources for primary school teachers to teach evolution to initiatives such as storytelling science.

Staff located within the Milner Centre contribute to the teaching of an ambitious modern bioscience and healthcare portfolio of undergraduate and postgraduate degree programmes in the newly established Department of Life Sciences. Several research themes within the Department of Life Sciences link into the Milner Centre, and the Centre itself has evolved into the hub of the new Department’s culture of cross-disciplinary integration and collaboration.

## Local children meet very hungry caterpillars to learn about evolution



Children meet creepy crawlies and learn how to use microscopes at the Milner Centre for Evolution.

## Understanding and teaching evolution



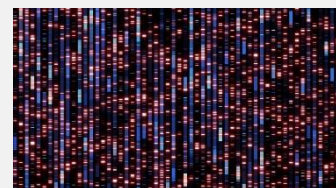
Learn key concepts in biological evolution and find out how to integrate them into the classroom with our free online learning module.

## **A Snapshot of innovation within the Milner Centre:**

Scientists discover fossils of giant sea lizard that ruled the oceans 66 million years ago. [Researchers have discovered a huge new mosasaur from Morocco](#), named *Thalassotitan atrox*, which filled the apex predator niche. With massive jaws and teeth like those of killer whales, *Thalassotitan* hunted other marine reptiles—plesiosaurs, sea turtles, and other mosasaurs.



[Researchers from the Milner Centre for Evolution have found that gut bacteria co-evolve with their hosts](#). Published in the journal *eLife*, the researchers profiled the abundance of gut bacteria found in hybrid mice strains, and looked at the relationships between the diversity of the microbes and the genetics of their mouse hosts.



[A new study](#) by Dr Zsuzsanna Izsvák from the [Max Delbrück Center for Molecular Medicine in the Helmholtz Association](#) (MDC) (Germany) and Professor Laurence Hurst from the Milner Centre for Evolution at University of Bath (UK) found evidence that evolution of a new gene underpins the evolution of a new structure found in nerve cells.



# UNIVERSITY STRATEGY

Looking forward, the Department of Life Sciences seeks to support the new five-year University Strategy, 'Our University, Our Future: Connected'. This has four pillars: fostering an outstanding and inclusive community; driving excellence in education; driving high-impact research; and enhancing strategic partnerships. The Department strategically supports each of these four pillars in the following ways:

Our outstanding and inclusive community includes not only our current students and staff but also the entirety of our alumni. The Department is committed to strengthening and supporting that community in every way. This includes building an engaged proactive community of philanthropic stakeholders, internally and externally, locally, and internationally. Excellence in education is grown and supported through the generation of a sustainable and broad portfolio of income streams.

High impact research is supported at every level from large-scale funding across institutions and departments to personal studentships and grants.

The Department works with alumni and friends to enhance strategic partnerships, raising the profile and awareness of the University, the Bath brand, and our impactful work.

For more information, please visit [The University of Bath Strategy 2021 to 2026](#)







## SUMMARY OF THE MILNER CENTRE DIRECTOR ROLE

The University wishes to appoint a new Director to continue and expand the work of the MCE, specifically to:

- Provide leadership and vision for the Milner Centre for Evolution.
- Enable its members to continue to achieve excellence in all aspects of our remit, including outreach activities and world-class fundamental and applied evolution research.
- Develop and enhance the relationships with our funders and other stakeholders that made the Centre possible, and to seek further support for the members of the Centre.
- Help staff promote and raise the profile of their work.

The Director will also work with other members of the Leadership Team to further the operation and strategic development objectives of the Department of Life Sciences, The Faculty of Science, and University at large.

This is an exceptional opportunity for a strategic academic leader to make a key contribution to the Department, Faculty and the wider University of Bath. You will bring a demonstrable track-record of successfully leading people, securing funds for research, and have demonstrated innovation in respect of research, education and/or wider engagement.



# OVERALL PURPOSE

Reporting to the Head of Department of Life Sciences, the Director of the Milner Centre will provide leadership and vision for the Milner Centre for Evolution. The Director will be tasked with enabling its members to continue to achieve excellence in all aspects of our remit, including world-class fundamental and applied evolution research and outreach activities. Additionally, the Director will develop and enhance the relationships with our funders and other stakeholders that made the Centre possible, and to seek further support for the members of the Centre. The Director will also work with other members of the Leadership Team to further the operation and strategic development objectives of the Department of Life Sciences, The Faculty of Science, and University at large.

## PRINCIPAL RESPONSIBILITIES:

We are seeking a professor with a world-class research program in evolutionary biology, in addition to a high-profile record of outreach and public engagement. The successful candidate will be appointed to the position of professor within the Department of Life Sciences and will take on the role of Director of the Milner Centre for Evolution. The Milner Centre is a cross-faculty research centre, bridging Life Sciences, Mathematics, Health, and Education. It is driven by three core objectives: to ask the big evolutionary questions, to find new technological and clinical research applications, and to take evolutionary research into the community ([further details can be found here](#)).

The successful candidate will have a record of excellence in research and leadership, proven ability in science communication and outreach, and the academic and interpersonal skills needed to drive the strategic direction of the core objectives of the Centre.

As Director of the Centre (an initial five-year appointment), you will be responsible for the leadership and management of the Milner Centre. You will work closely with the Head of Life Sciences to provide leadership to members of staff from within The Department and will contribute to the goals of The Department as a key member of academic staff. You will have an international reputation in your area, reflecting a world-class research program, an outstanding publication record, and a demonstrated ability to attract substantial levels of external funding, from a variety of sources such as UKRI, industry or charitable organisations. You will also have a demonstrated ability to lead a diverse team and act as a role model for early career researchers.



## KNOWLEDGE, SKILLS & EXPERIENCE

- Highly effective interpersonal communication skills including negotiation and influencing
- Outstanding public engagement, outreach and media skills
- Ability to set and communicate a clear vision and expectations for departmental and individual performance.
- Highly effective leadership and management skills
- Commitment to inclusivity, equality and diversity
- Highly credible track record of high-quality academic work
- Experience of effectively line-managing individual members of staff and teams
- Understanding and delivering a positive student experience
- Good decision-making skills
- Proven track record of fundraising

## KEY ATTRIBUTES

- Ability to create a collegiate atmosphere and willingness to take account of diverse views, while accepting responsibility for decisions.
- Commitment to excellence in academic endeavour
- Commitment to nurturing talent, recognising contributions and providing opportunities for professional development.
- Commitment to challenging poor performance and inappropriate behaviour.
- Empathy with the needs of a broad range of staff, creating a supportive and inclusive environment where all may thrive.

## AS A PROFESSOR YOU WILL EVIDENCE:

- A good first degree together with a higher degree and a PhD in a relevant field.
- An international reputation for excellence in research and teaching demonstrated through an outstanding publications record and suitable teaching performance indicators.
- An established record of attracting external research grant funding and engagement in knowledge exchange activities.
- Extensive experience of undergraduate and postgraduate teaching and supervision to doctoral level.
- Skills in managing projects and working collaboratively with fellow academics and other stakeholders.
- Extensive experience of fostering academic collaboration across disciplinary boundaries.
- Experience of working within and leading internal and external networks.
- A record of positive working relationships within University, community, business and other partners.
- Active senior participation in the activities of relevant professional bodies.
- Relevant professional experience.
- Experience of sitting on external bodies to enhance national or international standing of the discipline.
- Experience of providing expert advice to colleagues, students and external bodies (e.g., government bodies).
- Promotion of research.
- Experience of mentoring the research activity of junior staff.



# TERMS OF APPOINTMENT

## Term of Office:

The successful candidate will be appointed to the position of professor within the Department of Life Sciences and will take on the role of Director of the Milner Centre for Evolution, an initial 5-year appointment. The post is associated with a full-time open-end professorship in the Department of Life Sciences.

## Remuneration:

A competitive package is offered.

## Hours:

This is a full-time post. The nature of the post is such that the postholder will be expected to work flexibly and for such reasonable hours as are necessary in order to fulfil the duties and responsibilities of the post

## Benefits:

26 days per annum plus five University days taken in conjunction with Bank Holidays

A very generous employer contributory pension scheme.

An excellent [reward package](#) that recognises the talents of our diverse workforce.

An extensive range of personal and professional development opportunities.

## Additional information:

This role is sponsorable under the Skilled Worker route.

# OUR COMMITMENT TO YOU

We have a strong commitment to the people we employ and value the contributions made by all our staff. We aim to be an inclusive university, where difference is celebrated, respected and encouraged. We truly believe that diversity of experience, perspectives, and backgrounds leads to a better environment for our employees and students, creating a culture that enhances health and wellbeing across our community.

We hold an Athena Swan Silver award and are very proud to be Ambassadors for Autism as well as an accredited Disability Confident Leader; committed to building disability confidence and supporting disabled staff.



# HOW TO APPLY

The University operates an online application process for all roles. You are asked to apply using this system, attaching a letter explaining your vision for the role and a cv. For an informal discussion about the position, please feel free to contact:

Duncan Craig, Dean, Faculty of Science, [dqmc21@bath.ac.uk](mailto:dqmc21@bath.ac.uk),

Philip Ingham FRS, Head of Department of Life Sciences, [pwi20@bath.ac.uk](mailto:pwi20@bath.ac.uk)

To register your interest in this position, please submit a short application, attaching a CV and covering letter. This will need to be completed before midnight on 18 June 2023.

Apply online: <https://www.bath.ac.uk/jobs/KH10561>

Selection interviews are scheduled to take place on 12 July 2023 with the expectation that the successful candidate will take up the post as soon as possible.