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**Job Description**

Job Title: Director of The Milner Centre for Evolution and Professor of Evolution

**Grade: Professorial (1.0 FTE, permanent)**

**Period: See job advertisement**

**Reporting to: Head of Department of Life Sciences**

**Direct Reports to        Staff within the Education and Research Job Family and other staff within the Department as delegated by the Dean**

**Overall Purpose:**

To provide leadership and vision for the Milner Centre for Evolution. To enable its members to continue to achieve excellence in all aspects of our remit, including world-class fundamental and applied evolution research and outreach activities. To 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. To 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.

**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, that 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](https://www.bath.ac.uk/research-centres/milner-centre-for-evolution/)).

The successful candidate will have a demonstrated record of excellence in research and leadership, proven ability in science communication and outreach, and the academic and interpersonal skills needed to drive forward 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 attracted 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 ECRs.

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**Person specification**

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| **Criteria:** | **Evidence / demonstrated by:** |
| **Knowledge and skills** |
| Highly effective interpersonal communication skills including negotiation and influencing | Track record of successful communication through involvement in, for example, teaching teams, research networks, department committees, project boards |
| Ability to manage difficult situations | Demonstrated performance in appropriate circumstances |
| Outstanding public engagement, outreach and media skills | Portfolio of examples |
| Good decision-making skills | Demonstrated performance in appropriate circumstances |
| Ability to set and communicate clear vision and expectations for departmental and individual performance | Contributions to communication and engagement initiatives  |
| Highly effective leadership and management skills | Demonstrated effective leadership and management skills in practice |
| Commitments on inclusivity, equality and diversity | Demonstrated performance in appropriate circumstances; awareness if Equality Act |
| **Experience** |  |
| Highly credible track record of high-quality academic work | Professorial status, or exceptionally Senior Lecturer or Reader, with significant evidence of performance in leadership and management roles |
| Experience of effectively line-managing individual members of staff and teams | Indicators of effectiveness in previous role(s) |
| Understanding and delivering a positive student experience | Contribution to a broad range of student- related initiatives |
| **Attributes** |  |
| Ability to create a collegiate atmosphere and willingness to take account of diverse views, while accepting responsibility for decisions  | Demonstrable record of appropriate leadership in research, teaching and/or other group situations |
| Commitment to excellence in academic endeavour | Demonstrated high performance standards in (two or more of) research, teaching, leadership and enterprise |
| Commitment to nurturing talent, recognising contributions and providing opportunities for professional development | Demonstrable record of appropriate leadership in research, teaching and/or other group situations, e.g. postgraduate and research staff supervision |
| Commitment to challenging poor performance and inappropriate behaviour | Demonstrable record of appropriate leadership and management of performance and behaviour |
| Empathy with the needs of a broad range of staff, creating a supportive and inclusive environment where all may thrive | Use of language and awareness of the needs of diverse staff groups in different circumstances |
| Integrity: keeping promises, following through on commitments, demonstrating the values expected of others | Evidence of appropriate behaviour |