

**Faculty of Science  
School of Environmental Sciences**

**Research Fellow in Ocean Glider Science • Ref: RA1404**

**The Post**

The Research Fellow will lead the development of new scientific applications of ocean gliders. In particular they will take responsibility for the development of a novel autonomous surface vehicle to study Antarctic marine processes. They will work closely with the vehicle manufacturers to establish a communications protocol and data upload system on UEA base station computers. They will assist in design and trials of the novel glider delivery mechanism. They will undertake observational oceanographic campaigns in the Antarctic.

The Research Fellow will be expected to undertake research individually and collectively with others in the UEA Glider Science Group. They will advance the state of knowledge and understanding within marine science, publishing regularly in high quality journals. They will undertake some contributions to teaching on the Masters level module Ocean Observing Systems.

The Fellow will be expected to be establishing a growing reputation within their particular research field and academic discipline and be developing and demonstrating intellectual independence. They will initiate and take responsibility for some research projects, including preparing bids for additional external funding, and supervising PhD students.

The precise duties will be agreed in discussion with the Manager/PI.

The Research Fellow will be expected to:

- help to line manage research associates and/or senior research associates and to co-ordinate research projects within the School.
- operate across the Science Faculty to help build strong interdisciplinary research alongside other academic staff.
- independently identify research objectives and potential funding sources, and write bids for funding.
- play a leading role in the UEA Glider Science Group research team.
- play a major part in the successful dissemination of the UEA Glider Science Team's research findings, presenting at conferences and contributing substantially to publications.
- produce publications of international quality.
- ensure intellectual rigour and adherence to ethical standards in the projects for which they are responsible.

- help colleagues to interpret data, to manage competing priorities, and to develop their research skills.
- ensure that knowledge and methodological/technical skills in their own, and related, areas of scholarship is extended and informs research activities.
- monitor and manage research resources (e.g. time, materials, finance, laboratory space, equipment) effectively.
- effectively supervise research students to graduation, and take responsibility for their training.
- take on some specific responsibilities within the School and become involved in University governance (e.g. representing the School on faculty committees).
- consistently act as a good citizen, actively taking on administrative duties and participating fully in the daily working life of the School, behaving as a role model for others.
- contribute to the teaching of the School (e.g. giving lectures in their specialty, supervising final year undergraduate projects and doctoral students, participating in short course teaching).
- play an active part in research networks, develop contacts with external bodies including funding bodies, and actively seek out and develop opportunities for interdisciplinary research.
- referee grant proposals for external bodies.
- begin to chair sessions at conferences.
- contribute effectively to School meetings.
- contribute effectively to the development of activities to achieve engagement with research, and/or impact beyond academia.

## **The School**

The School of Environmental Sciences is one of the largest and longest established academic departments in Europe to focus on the study of the global environment. We have 240 research, teaching and support staff in the fields of geosciences, marine and atmospheric sciences, climate sciences, environmental biology, social sciences and economics. Our success is built on high achievement within these disciplines, coupled with enthusiasm for collaboration between them and high ambitions for deepening integration.

In line with its strong interdisciplinary ethos, the School has no formal sectors or subdivisions by discipline, and research collaborations occur within and between the subject groupings mentioned above, together with common membership. Some elements of the School are organised into centres, which also have strong collaborations and joint membership across their loose boundaries. The School's outreach activity includes the weather forecasting company, WeatherQuest, the Community Carbon Reduction Project, CRed, and the HEIF-funded Carbon Connections programme, promoting technological innovations for carbon reductions. These latter organisations have recently combined to form the Adapt Low Carbon Group

The School has a range of geophysical equipment for use in gravity, magnetic, electrical and seismic survey work. Computing facilities available to the university research community include: the High Performance Computing Cluster; Linux support and provision of standardised Linux Desktop OS.

The School runs a number of Master's degree programmes, including MSc programmes in Environmental Sciences, Climate Change, and Environmental Assessment and Management (full-time and part-time). BSc programmes include Environmental Sciences, Environmental Earth Sciences, Environmental Geophysics, Geography, and Meteorology and Oceanography (with variants offered with a year in a number of other countries, or with a year in industry). One BSc degree programme, Environmental Geography and International Development, is taught jointly with other Schools.

### **Research Excellence Framework**

In the 2014 Research Excellence Framework national assessment, the Faculty of Sciences at UEA submitted most of its staff to six units of assessment. Overall, 86% of our outputs, 83% of our research impact, and 96% of our research environment were judged to be internationally excellent or world leading.

The School of Environmental Sciences retained its world-leading reputation following the findings of the 2014 Research Excellence Framework national assessment, in which it was ranked in the top ten, and achieved the highest score in the UK for the quality of its research impact. 100% of the School's research environment was judged to be world-leading or internationally excellent.



The University of East Anglia is proud of the increasing diversity of its campus and works with staff, students and organisations around Norwich, Norfolk, regionally and nationally, to achieve its aim of being an inclusive place for study and work. The University is strongly committed to the Athena SWAN principles and is the proud holder of an institutional Bronze Athena SWAN award. This Award recognises and celebrates good practice in recruiting, retaining and promoting women in science, technology, engineering, mathematics and medicine (STEMM) in higher education.

In May 2015 the charter was expanded to recognise work undertaken in arts, humanities, social sciences, business and law (AHSSBL), and in professional and support roles, and for trans staff and students. The charter now recognises work undertaken to address gender equality more broadly as well as barriers to progression that affect women.

The School of Environmental Sciences is committed to the principles of the

Athena SWAN charter; and we have obtained our own School level Bronze Award.

Further information about Equality and Athena SWAN at the University of East Anglia can be found here <http://www.uea.ac.uk/equality/athenaswan>

Our School aims to provide the facilities and the working environment that allows all staff and students to contribute fully, to flourish and to excel. Our School of Environmental Sciences Athena SWAN Committee is committed to recognising and addressing inequality and to promoting a culture that supports diversity and encourages women's wider participation and representation across the School's portfolio of activities. We recognise the importance of supporting women at all stages of their careers, and we proactively support women in applications for promotion, pay awards, flexible working, training and career development in both research and teaching.

The UEA campus has a range of facilities to promote family-friendly working. We have a fully equipped dedicated baby change and feeding room with hand washing facilities, baby changing station, fridge, microwave, bottle and food warmer, and a medical bed for rest purposes. Baby changing facilities are also available in our campus coffee shop. The campus has a medical centre, a dental practice, and a nursery offering Ofsted-rated 'Outstanding' day care for children from three months until school age in purpose built surroundings with large outside play spaces.

We also support a range of flexible working initiatives, designed to promote a healthy work-life balance as well as supporting staff returning from parental leave and career breaks.

Many other aspects of the University contribute to the overall quality of life and work for our staff at UEA, further details can be found here <https://ired.uea.ac.uk/web/working-life/home>

### **Informal Discussions**

For an informal discussion please contact Professor Karen Heywood, (Tel: 01603 592555 or email: [k.heywood@uea.ac.uk](mailto:k.heywood@uea.ac.uk)).

### **Person Specification**

The person specification for this post is attached as Appendix A.

### **GENERAL**

#### **Salary**

Salary will be £40,523 to £46,924 per annum, on Grade 8 on the single salary spine. The normal expectation is that starting salary will be at the minimum of the advertised salary scale.

### **Starting date**

This full time post is available from 1 September 2017, or as soon as possible thereafter, for a fixed term of 5 years or until 31 August 2022.

### **Terms and Conditions of Appointment**

Full details of terms and conditions of employment for Research and Analogous Staff will be made available to the candidate to whom the appointment is offered.

### **Annual Leave Entitlement**

There is an annual holiday entitlement of six weeks plus statutory (8 days) and customary (6 days) holidays.

### **Superannuation**

The post is superannuable under the Universities Superannuation Scheme.

### **Proof of Qualifications**

The person specification for this post lists qualifications that are essential and/or desirable and you may hold some or all of these qualifications. Please note that if you are offered the appointment you will be asked to provide original certificates of these educational and professional qualifications. Please **DO NOT** provide these with your application.

### **Entitlement to Work in the United Kingdom**

If you are shortlisted for interview you will be asked to bring to interview original documentary evidence of permission to work in the UK. Candidates invited to interview will be provided with a list of appropriate documents that can be provided as evidence. Please **DO NOT** provide this with your application.

**Due to the nature of this role and the level of qualifications required, please note that immigration legislation allows the University to apply for a sponsorship certificate for this post.** Where appropriate, the University will apply for a sponsorship certificate from the Home Office UK Immigration and Visa Service on behalf of the candidate offered employment. The individual will be required to supply original documents and certificates to support this application.

Workers from outside of the EU who do not have current residency status within the UK and will require entry clearance or leave to remain approval from the Borders Agency should familiarise themselves with Tier 2 (General) of the Points Based System operated by the Home Office. Details are available at <https://www.gov.uk/government/organisations/uk-visas-and-immigration>.

### **Occupational Health Assessment**

Appointment will be subject to a satisfactory Occupational Health Assessment to be carried out by the University's Occupational Health Service.

### **APPLICATION AND RECRUITMENT PROCESS**

**To apply for this vacancy, please follow the online instructions at: [www.uea.ac.uk/hr/vacancies/](http://www.uea.ac.uk/hr/vacancies/)**

Your completed application and CV should be submitted by **12 midnight on 9 June 2017**.

Please note that feedback will not normally be provided to those applicants who are not shortlisted for this post

#### **Equal Opportunities Monitoring Form**

Please note that the application form contains an Equal Opportunities section which must be completed.

The Equal Opportunities information will not be made available to the selection panel and will not form any part of either the short-listing or decision making process.

#### **Referees**

In naming referees in your application, please provide only those who can immediately be approached and one of these must be your current employer, or if not employed your most recent employer.

#### **Interviews**

It is anticipated that interviews will take place on 26, 27 and 28 June 2017 and candidates who have not heard by 28 June 2017 should assume their application has been unsuccessful.

Successful shortlisted candidates may be notified of their interview times by telephone and/or email and it is therefore essential you include both of these in your application.

Candidates should note that travel and incidental expenses incurred in attending the interview will not be reimbursed.

**This document is available in alternative formats e.g. large print, disc and on-line. If you need this document in an alternative format please contact us on 01603 593034, fax 01603 593522, or email [hr@uea.ac.uk](mailto:hr@uea.ac.uk)**

**APPENDIX A**

**PERSON SPECIFICATION**

<b>Post: Research Fellow in Ocean Glider Science</b> <b>Ref: RA1404</b> <b>School: ENV</b>		<b>Prepared by: KH</b>  <b>Date: 05/17</b>
<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>
<b><i>Education, Experience and Achievements</i></b>	<ul style="list-style-type: none"> <li>• A PhD in marine science, or equivalent research experience.</li> <li>• In-depth subject knowledge in marine science.</li> <li>• Well-developed technical and methodological skills in application of ocean gliders to marine science.</li> <li>• Excellent programming skills.</li> <li>• Good publication record showing evidence of work of international quality.</li> </ul>	<ul style="list-style-type: none"> <li>• Publication record in the use of autonomous vehicles for marine science.</li> <li>• Matlab expertise.</li> <li>• Experience of teaching.</li> </ul>
<b><i>Skills and Knowledge</i></b>	<ul style="list-style-type: none"> <li>• Demonstrable communication skills in English language.</li> <li>• Presentation of scientific results at international conferences.</li> <li>• Experience in designing research projects.</li> <li>• Experience of submitting grant proposals for funding.</li> <li>• Seagoing ocean science.</li> <li>• Ocean glider operation.</li> </ul>	<ul style="list-style-type: none"> <li>• Success in gaining funding for scientific research.</li> <li>• Knowledge of Antarctic marine processes including observational campaigns in the Antarctic.</li> </ul>

<b><i>Personal Attributes</i></b>	<ul style="list-style-type: none"><li>• Ability to provide effective leadership to small research teams, for example at sea.</li><li>• Ability to contribute to broader organisational and management processes.</li><li>• Ability to supervise research students and/or final year undergraduate projects.</li></ul>	
<b><i>Special Circumstances</i></b>	<ul style="list-style-type: none"><li>• The Glider Fellow will be expected to participate in extended field campaigns at sea and in the Antarctic.</li></ul>	