Lecturer in Climate Change and the Environment (3 Posts)

Grantham Institute – Climate Change and the Environment

Faculty of Natural Sciences

Further Particulars

1. The College

Imperial College London consistently achieves one of the highest rankings nationally and internationally, as listed in the Times Higher QS World University Rankings.

The President & Rector, Sir Keith O’Nions FRS, is the College’s academic head and chief executive officer. He will be succeeded by Professor Alice P. Gast in September 2014. The Chairman of the Court and Council is Baroness Eliza Manningham-Buller.

In August 2013, the functions of the Rector were separated to create the new posts of President and Rector, and that of Provost, in order to optimise the opportunities and address the challenges that the College can expect to face in the coming years. While the Provost, Professor James Stirling, will ensure that the quality of the academic endeavour is furthered, the President and Rector will be more outward facing and will focus on building relationships with governments, industry, supporters and alumni.

The Mission

Imperial College embodies and delivers world class scholarship, education and research in science, engineering and medicine, with particular regard to their application in industry, commerce and healthcare. We foster interdisciplinary working within the College, and collaborate widely externally.

Strategic Intent

The College’s vision and intent is to:

Continue to be a world-leading institution for scientific research and education,

To harness the quality, breadth and depth of our research capabilities to address the difficult challenges of today and the future,

To develop the next generation of researchers, scientists and academics,

To provide an education for students from around the world that equips them with the knowledge and skills they require to pursue their ambitions,

To make a demonstrable economic and social impact through the translation of our work into practice worldwide,
To engage with the world and communicate the importance and benefits of science to society.

**Formation and History**

Imperial College was established in 1907 in London’s scientific and cultural heartland in South Kensington, as a merger of the Royal College of Science, the City and Guilds College and the Royal School of Mines. St Mary’s Hospital Medical School and the National Heart and Lung Institute merged with the College in 1988 and 1995 respectively.

Charing Cross and Westminster Medical School and the Royal Postgraduate Medical School merged with the College on 1 August 1997 to form, with the existing departments on the St Mary’s and Royal Brompton campuses, the Faculty of Medicine.

The Kennedy Institute of Rheumatology joined the Faculty of Medicine in 2000 and for over a decade was unique in Europe for its integration of basic science research and clinical facilities in rheumatology. On 1 August 2011, the Institute moved to Oxford University to build a new centre for research into rheumatology and inflammatory and autoimmune disease.

In 2007, the Imperial College Healthcare NHS Trust, was formed by merging Hammersmith and St Mary’s Hospitals’ NHS Trusts with the College, forming the country’s largest NHS Trust. This also established the UK’s first Academic Health Science Centre (AHSC) bringing together healthcare services, teaching and research for maximum synergistic benefits.

Imperial College was an independent constituent part of the University of London until July 2007, when it was granted a new royal charter declaring it an independent university in its own right.

The academic structure of Imperial College is divided into three faculties, the Faculties of Engineering, Natural Sciences and Medicine. The College’s other major academic unit is the Business School.

In 2011, the College joined the Francis Crick Institute, (formerly the UK Centre for Medical Research and Innovation). Together with King’s College London, the College became part of the project to create the world-leading medical research institute in London founded by the Medical Research Council (MRC), Cancer Research UK, the Wellcome Trust and UCL. The Francis Crick Institute will be an inter-disciplinary medical research institute. Its work will help understand why disease develops and find new ways to treat, diagnose and prevent illnesses such as cancer, heart disease and stroke, infections, and neurodegenerative diseases. It will open in 2015.

**Staff and Students**

The academic and research staff of 3,456 includes 72 Fellows of the Royal Society, 84 Fellows of the Royal Academy of Engineering, 81 Fellows of the Academy of Medical Sciences, one Fellow of the British Academy, four Crafoord Prize winners and two Fields Medalists. Fourteen Nobel Laureates have been members of the College either as staff or students.

The College has 14,414 students, of whom 39 percent are postgraduate. Thirty percent of students come from outside the European Union. External assessment of the
College’s teaching quality in many different subject areas has been judged to be of high standard. The proportion of women students has increased to 36 percent of the total.

Research and Translations

Innovative research at the College explores the interface between science, medicine, engineering and business, delivering practical solutions that improve the quality of life and the environment, underpinned by a dynamic enterprise culture.

The quality of the College’s research has been judged consistently to be of the highest international standard and the proportion of income from research grants and contracts is one of the highest of any UK university.

The concentration and strength of research in science, engineering and medicine gives the College a unique and internationally distinctive research presence. Interdisciplinary institutes at the College provide a focal point to harness research that seeks solutions to grand challenges, such as improving global health, tackling climate change, finding sustainable sources of energy and addressing security challenges.

International collaborations provide further opportunities, such as the Imperial College London Diabetes Centre in Abu Dhabi, the largest specialist medical centre in the United Arab Emirates. Biobank Qatar is another example of international collaboration, established by the Qatar Foundation and Qatar’s Supreme Council of Health and led by Imperial’s School of Public Health, to conduct the largest population-based study in an Arab country and to address a variety of chronic diseases ranging from heart disease to diabetes.

Generous support for the College’s work comes from a wide variety of sources. From industry there are donations towards certain senior academic posts, advanced courses, bursaries and scholarships. The single largest contribution to the College from industrial concerns is in the form of contracts to carry out research. The College also gains considerable support from research councils and charities to undertake research.

Teaching and Learning

The College’s overall educational aim is to ensure a stretching and exhilarating learning experience and, while maintaining its traditional emphasis on single honours degree courses, it also aims to give students the opportunity to broaden their experience through courses relevant to student and employer needs.

In its MSc. course provision, the College seeks to provide a wide range of specialist courses in areas in which it has particular expertise. Many of those offered by non-medical departments emphasise the valuable interaction between scientific/technological training and industrial experience, whilst those offered by the medical departments focus on subjects at the interface between basic science and medicine and on specialist education for doctors and other health professionals in training. In addition, the College’s wide range of PhD programmes reflect its aim of pursuing research at the frontiers of scientific, engineering, management and medical knowledge and the increasingly interdisciplinary nature of this research.

The Centre for Educational Development raises and consolidates the profile of learning, teaching and educational development throughout the College. Newly-appointed non-clinical lecturers will be expected to develop and expand their
teaching skills, and there are many learning and teaching activities for more experienced staff.

On 1 October 2011, the Graduate School of Life Sciences and Medicine merged with the Graduate School of Engineering and Physical Sciences, to form a single entity. The merged Graduate School is the focus of postgraduate education and research and maintains, enhances and monitors quality, disseminates best practice, while initiating and developing new programmes, particularly those with an interdisciplinary slant. It also has quality assurance responsibilities for the two non-faculty departments of Humanities and the Business School.

The College’s teaching quality is audited regularly, both internally and externally. Recent external audit found teaching quality to be of a high standard.

The College continually seeks to engage with, and form ventures with other organisations to take advantage of research opportunities and synergies, as well as expanding its influence in education. In August 2013 the Lee Kong Chian School of Medicine (LKCMedicine), a joint initiative between the College and Nanyang Technological University (NTU) in Singapore, opened its doors to its inaugural cohort of 54 students. At full capacity, it is expected that there will be 750 students studying for medical degrees. The students will pursue an innovative curriculum developed by a team in the Faculty of Medicine at Imperial, leading to a Bachelor of Medicine and Bachelor of Surgery (MBBS) jointly between Imperial and NTU.

Location

The College now has one of the largest operational estates of any UK University. It includes six central London campuses, the main South Kensington campus, the Charring Cross campus, the Chelsea and Westminster campus, the Hammersmith campus, the Royal Brompton campus and St Mary’s campus.

A new campus, Imperial West, at White City, in London, is under development. Adjacent to Imperial’s Hammersmith Medical Campus, it will be at the heart of London’s new research quarter. It will provide a multidisciplinary research space for Imperial scientists and engineers to tackle some of the global challenges faced today, together with state-of-the-art space for translating research ideas into direct applications and spin-out companies. The first buildings opened in September 2012 and provide accommodation to over 600 postgraduate students. The next phase of the development will see the realisation of the vision for the Research and Translation Hub.

Silwood Park, a postgraduate campus at Ascot in Berkshire, houses the Ecology and Evolution Section of the Biology Division, in the Department of Life Sciences. The successful Master’s courses in Crop Protection, Forest Protection and Ecology, Evolution and Conservation are run at Silwood together with the newly created Master’s course in Conservation Science, and there is a thriving postgraduate community. The campus houses excellent research facilities and a wide range of natural environments. The NERC funded Centre for Population Biology is also based at Silwood, together with a Business Centre.

2. The Faculty of Natural Sciences

The Faculty of Natural Sciences is dedicated to delivering the highest possible quality teaching and research at the heart of Imperial College London and fosters excellence in a diverse and supportive community. The Faculty fully embraces teaching and research activities across the core scientific disciplines of Chemistry, Mathematics,
Physics and Life Sciences. The Faculty also hosts the Centre for Environmental Policy, the Grantham Institute, the Institute for Systems and Synthetic Biology, and the Centre for Plastic Electronics and the Institute of Chemical Biology.

The Faculty’s academics enjoy the highest standing and the research volume, the quality of publications and the number of citations are enviable. The Faculty is committed to interdisciplinary and inter-Faculty activities and strives to provide the kind of environment where these collaborations can flourish. The Faculty benefits from national and international alliances and collaborations with industry and other institutions and organisations.

The Faculty is committed to continuing to attract and develop the highest quality students and staff for its successful undergraduate and postgraduate courses.

The Faculty is led by the Principal, Professor Maggie Dallman, and employs over 1,200 staff, teaches 2896 undergraduates and 4652 postgraduate students and has a research income totaling £66 million (2010 - 11 figures).

Further information about the Faculty’s structure and activities can be found on its web site: www.imperial.ac.uk/naturalsciences.

3. The Grantham Institute – Climate Change and the Environment

Climate change driven by human activity, and environmental issues more widely, represent fundamental challenges to our society and natural systems in the decades ahead. The changes will impact on water, energy and food security, health, economic development and human security, as well as land and marine ecosystems and biodiversity. Understanding the Earth system, comprehending human impacts and dependencies on the wider environment, informing and enabling environmentally-effective responses including natural resource management and business strategies, supporting innovation, and educating a new generation of researchers and decision-makers must be seen as priorities if we are to enhance global societal wellbeing in the coming century. Such work, requiring interdisciplinary advances in research, skills, innovation and knowledge exchange, in particular at the interfaces of science, medicine, engineering, mathematics, economics and business, can only be undertaken in Universities, where the disciplinary ingredients reside.

Since its inception the mission of the Grantham Institute at Imperial College has been to drive climate-related research, translating this into real world impact and communicating knowledge to help shape decision-making. Under the direction of Professor Sir Brian Hoskins FRS the Institute has established a world-class reputation for building essential cross-disciplinary knowledge on climate change issues. Its thematic reports, for example, are widely accepted as providing an authoritative resource for those needing reliable, independent information on issues relating to global warming. In addition, through its leading role in creating the European Climate-KIC, it has catalysed innovation among business and industry on matters concerning climate change. The Grantham Institute also leads the new NERC Doctoral Training Partnership at Imperial, acting to foster collaboration in earth and environmental sciences research within and beyond the college.

Through the solid foundations offered by the Grantham Institute, and the high-class operations support provided therein, Imperial is now widening its agenda to other areas of environmental science, policy and technology, by supporting and facilitating academic ambition at the interfaces of its disciplines. In doing so it will drive research, develop necessary skills, forge links with industry, and transfer knowledge to policy-makers and the public.
Professor Hoskins will stand down as Director from 1 May 2014 but will still maintain links with the Institute. Professors Joanna Haigh FRS, Professor of Atmospheric Physics and currently Head of the Physics Department, and Martin Siegert, currently Professor of Geosciences and currently Director of the Bristol Glaciology Centre, University of Bristol, have been appointed co-directors of the expanded Institute from 1 May 2014.

The Grantham Institute is creating a 'hub and spoke' model, in which it acts to encourage, facilitate and coordinate academic ambitions on climate change and environmental challenges. It will develop novel postgraduate courses, and through this will drive both academic activity and income generation. It will attract external funds for postgraduate research, using the existing doctoral training funding as leverage where necessary. Its knowledge exchange activities will amplify the impact of College research on decision makers and strengthen the brand still further.

Further information about the Grantham Institute can be found at: 
http://www3.imperial.ac.uk/climatechange

Postgraduate Programmes

The Grantham Institute supports and manages a cohort of about 40 PhD students working on a broad range of research topics related to climate change issues, including climate science, mitigation, and impacts and adaptation. Students are based in Imperial’s departments where they gain the depth of knowledge in particular disciplines but are exposed to the breadth of environmental change issues though participating in the Institute’s training programmes and other activities.

The Grantham Institute also leads the new NERC Doctoral Training Partnership (DTP) at Imperial, acting to foster collaboration in earth and environmental sciences research within and beyond the college. The first intake of about 25 students will be in October 2014.

The Institute will also develop and deliver a cross-departmental Masters course in environmental change.

4. The Posts

These are permanent appointments, at Lectureship level, based in the Grantham Institute for an initial 3-year period and then in a relevant Department.

Job Title: Lecturer in Climate Change and the Environment

Department: Grantham Institute – Climate Change and the Environment

Level: Level C in the Academic and Research Job Family

Reporting to: Grantham Institute Co-directors (Prof Joanna Haigh and Prof Martin Siegert)

Job Description

Background to role:

To kick start the expansion of the Institute, three academic appointments will be made in any areas of climate or environmental activity with the College’s remit
including public health, business/economics, natural sciences and engineering. During an initial 3 year phase, the appointees will be based at the Grantham Institute, to focus on the development and delivery of a portfolio of postgraduate programmes in climate change and the environment. These will build on the skills training being developed for Imperial’s NERC DTP, with a core element based on the science, policy and technology and additional emphases on business and health issues. The new appointees will also enhance research at these interfaces. One of the appointees will work closely with the Grantham Institute’s Policy Director, to establish an integrated climate-environmental capability, drawing on research strengths at Imperial to create a distinctive interdisciplinary team focusing on research and knowledge exchange to inform critical policy discussions and decisions in the UK and overseas. After this initial period, successful candidates will transfer to a relevant Department in Imperial, where the activities can be further developed.

Key Responsibilities:

i) Research Programme
   • To undertake world-class research within an area of relevance to climate change or the environment.
   • To disseminate the results internationally via publications in top quality journals and presentations at major scientific meetings, and to contribute to the Grantham Institute’s Briefing Papers and other publications.
   • To develop research proposals and funding bids, and win support for them.
   • To engage in communication activities through which the Grantham Institute’s work is disseminated to multiple audiences including other academics, business leaders, policy makers and the public.
   • To maintain a visible presence within the Imperial’s Grantham Institute, acting to engage its various elements in collaboration.
   • To build links with agencies external to Imperial, including the Grantham Institute at LSE, to further broaden our academic reach and influence

ii) Teaching
   • To develop and lead postgraduate teaching programmes, in areas synergistic with current provision, that address vital future skills needs.
   • To undertake teaching responsibilities, initially at PGT level within our newly developed programmes.
   • To provide a stimulating and supportive learning experience for students.

iii) Administration
   • To undertake appropriate administration tasks.
   • To attend relevant meetings.

iv) Other Duties
   • Undertaking any necessary training and/or development.
   • Any other duties commensurate with the grade of the post as directed by line manager.
   • To observe and comply with all College policies and regulations, including the key policies and procedures on Confidentiality, Conflict of Interest, Data Protection, Equal Opportunities, Ethics related, External Interests, Financial Regulations, Health and Safety, Imperial Expectations (for new leaders, managers and supervisors), Information Technology, and Smoking.
   • To undertake specific safety responsibilities relevant to individual roles, as set out on the College Health and Safety Structure and Responsibilities web
Job descriptions cannot be exhaustive and the postholder may be required to undertake other duties, which are broadly in line with the above key responsibilities.

Imperial College London is committed to equality and valuing diversity.

Person Specification:

Job Title: Lecturer in Climate Change and the Environment

Department: Grantham Institute – Climate Change and the Environment

Level: Level C in the Academic and Research Job Family

In leadership, management and supervisory roles, new members of staff will be required to familiarise themselves with Imperial’s Expectations, which will help them fulfill their role at the College. More information can be found at the following web page: http://www3.imperial.ac.uk/hr/procedures/support.

Imperial Expectations

These are the 7 principles that Imperial leaders, managers and supervisors are expected to follow:

1) Champion a positive approach to change and opportunity
2) Communicate regularly and effectively within, and across, teams
3) Consider the thoughts and expectations of others
4) Deliver positive outcomes
5) Encourage inclusive participation and eliminate discrimination
6) Support and develop staff to optimise talent
7) Work in a planned and managed way

The successful candidate will be able to demonstrate the following:

Qualifications

a) A good honours degree and a doctorate or equivalent, demonstrating effectiveness at working at a multidisciplinary interface of the climate change/environment debate. You will have environment-related expertise in areas including Business and Economics, Public Health, Natural Sciences, Mathematics and Engineering, complementary to our existing strengths.

Knowledge/ Experience

Research

a) A growing international reputation for research and innovation in an area of climate or environmental activity within the College’s remit
b) Evidence of publishing and dissemination of research findings at an international level.

Evidence of attracting research funding and/or bids for other financial support, or equivalent measure of impact
d) Demonstrable experience of planning and undertaking effective collaboration with external partners.

e) Broad knowledge of global climate and environmental issues, and an awareness of government and business interests in them.

f) Providing expert advice, possibly to stakeholders in government and business.

**Teaching**

a) Experience and demonstrated success in delivering teaching.

**Personal attributes**

In order to succeed in the roles on offer, you will:

a) The understanding and vision required to contribute to the setting and delivery of strategic goals.

b) A personal commitment to the vision and values of the College, including high quality teaching and research.

c) Excellent interpersonal and communications skills.

d) Ability to present material in an enthusiastic and motivating way.

e) An interest in policy relating to climate change and the environment.

f) Enjoy working at the interface of disciplines and be determined to dedicate your work to forming solutions to climate and environmental challenges.

g) Build positive relations with organisations and people, and form collaborations where they are necessary to advance the debate on climate change and its consequences.

h) Regard postgraduate students as colleagues, and install and maintain collegiality among student groups.

5. **Salary and Conditions of Service**

A full set of terms and conditions will be given to the successful candidate, together with the College’s most important policies which affect staff. The principal terms and conditions are as follows:

The Lecturer scale runs from £45,040 to £50,190 per annum.

Lecturer posts are graded at Level C in the Academic and Research Job Family. Any salary increases or performance payments will be determined in accordance with procedures which govern senior academic staff. Annual cost of living increases will be determined by Imperial College through its local collective bargaining machinery.

Payment is on the 24th day of each month or on the previous Friday if the 24th occurs on a Saturday or Sunday. Payment is made for the whole calendar month (i.e. three weeks in arrears and one week in advance). December salaries are usually paid earlier in the month. Deductions in respect of income tax and National Insurance contributions will be made from salary at the statutory rates.

Academic staff normally take annual leave during College vacations and by arrangement with the Head of Department/Division in the light of academic and departmental/divisional requirements. Annual leave entitlement is 39 days for full time staff (pro rata entitlement for part time staff). This is inclusive of 8 days for
Public holidays and a total of six days each year when the College is closed over Easter and Christmas.

In some years, because of the day of the week on which Christmas Day falls, a decision may be made to increase the College closure to seven days. In these circumstances the annual leave entitlement will be increased to 40 days for full-time staff (again pro-rata for part-time staff).

At the beginning of the leave year staff will be required to allocate the appropriate number of days of their mandatory leave entitlement to cover the College Closure days and Public holidays that fall within that leave year. For part-time staff the allocation should cover their normal working days that fall upon a College closure day, bank or public holiday during that leave year.

College closure days are allocated in addition to public holidays at Christmas and Easter. There is no obligation for staff to take days during college closure dates but if you do, this must be taken as part of your annual leave entitlement.

The occupational pension scheme is the Universities Superannuation Scheme (USS). Staff who are already members of the Federated Superannuation System for Universities (FSSU) or the National Health Service Superannuation Scheme (NHSPS) may, if they are still eligible, retain their membership in these schemes.

Unless stated otherwise in the offer of employment, or agreed by the head of department, the appointment may be terminated by either side by giving a minimum of three months’ notice in writing. The last day of service should fall on one of the following dates: 31 December; 31 March; 30 June or 30 September or at the end of a term by agreement with the Head of Department.

All appointments have a probationary period of six months, or, in the case Lecturers and Senior Lecturers (clinical or non-clinical), a training and development review period, which lasts 3 years for non-clinical Lecturers, and 5 years for clinical Senior Lecturers.

Staff on a fixed term contract receive notice of the ending of their employment within that contract. No further contractual notice will be given unless the contract is to terminate prior to the end date specified in the offer of employment. In these circumstances the notice from the College would be as above.

6. Applications

Applications should be made by submitting the completed Lecturer and Senior Lecturer (Clinical and Non-Clinical) and Recruitment monitoring form, along with any other relevant supporting documents such as your full CV, via email to Ms Angela Kehoe, Senior HR Manager, Telephone: 00 44 (0) 20 7594 5653, e-mail: a.kehoe@imperial.ac.uk, quoting reference number NS2014096NT

The CV should include the following information:
   a) Applicant’s full name, private address and private telephone number
   b) A confidential e-mail address, where possible
   c) Degrees (including University and dates)
   d) Past and present posts
   e) List of publications (candidates should in addition to their complete list select their four most important publications and describe their involvement in these papers)
   f) Brief description of future research plans
g) Information on research grants and contracts which have been obtained
   student supervision, etc.

h) Names, addresses and, email, fax numbers, of three referees.

If you have any questions about the post please contact the co-Directors of the
Grantham Institute (Jo Haigh, j.haigh@imperial.ac.uk; or Martin Siegert,
m.siegert@imperial.ac.uk).

Closing date: 9 June 2014 (Midnight BST)

Interviews will be held in the weeks of 16 and 23 June 2014.

All candidates will be contacted after the shortlisting process has been completed.