



Head of Department of Biology

Faculty of Arts & Sciences

EHM0150-0123

Salary for this grade: Competitive

Contract: Permanent

Hours: Full Time (37 hours per week)

About the Department

The Department provides students of Biosciences disciplines with the opportunity to study intellectually challenging, relevant, and stimulating subjects, designed to develop their employability and career relevant capabilities, capacities and skills. It provides students with a very high-quality student experience and integrates into the structure of the curriculum work experience opportunities and working alongside or under the supervision of legal or policing professional practitioners. Our basic philosophy is that students learn best when applying their knowledge and developing skills to real or hypothetical legal and policing scenarios through application and integration of knowledge into complex, authentic scenarios. The Department will thus include in the curriculum opportunities such as fieldtrips, optional study abroad, and placements. In preparing for this we provide students with free access to all consumables, and we support them in contextualising their learning through funding for visits overseas.

The Department continues to build on its growing reputation for the excellence and national and international recognition and impact of the research of its staff and graduate students in areas such as Botany, Plant Science, Genetics, Biomedical Science and Biochemistry. The Department also continues to be successful in attracting research funding to support research activity including funding for graduate students. Building on the excellence of its research, the Department will also be increasingly known for the high-quality consultancy activities of its staff.

The Department seeks to engage with the internationalisation strategic objectives of the University, exemplified by student and staff exchanges through the establishment of Turing Fund partnerships, to provide the opportunity for our students to develop their language skills, the recruitment of increasing numbers of international students to our undergraduate and postgraduate programmes, staff research collaboration and programme development and delivery with partner universities in the EU and beyond.

The Department continues to market and promote itself and its achievements in order that prospective students regard it as a highly desirable destination for study, by ambitious established and early career academics in other universities as a very successful research-led Department that would be a great place to work at, and by employers and other stakeholders as the place that produces very well-prepared graduates that are highly employable.

The University continues to invest in our disciplines, with a new Life Sciences building scheduled for completion at the end of 2023. The department will be home to a new degree in Biochemistry, which will begin in autumn 2024. This is part of a strategic expansion into STEM which will lead eventually to a separate Chemistry department. We also work closely with the Medical School and with colleagues in Physical Geography, and in Engineering. We also envisage that our staffing establishment will continue to expand over the rest of the decade.

Over the next 5 years our priority remains to continue to support and deploy staff in order to achieve their individual or team research objectives. We shall continue to implement our increasingly successful external and internal research and consultancy funding bids strategy that has so far generated significant sums of research and consultancy funding. We shall also focus on raising the external profile of our research, encouraging and supporting groups of staff to engage in both internal and external collaborative cross disciplinary research projects, contributing and support our aims regarding the implementation and development of our impact strategy for REF2028 and beyond.

About the Role

The University is seeking to appoint a Head of Department, for the Department of Biology.

The Head of Department will push forward priorities for research, for teaching excellence and for knowledge exchange. By providing visionary leadership and well-honed emotional intelligence, you will assist in the further development of a culture of high performance and will provide leadership, vision, and direction to staff within the department.

About You

The post will require an individual of exceptional academic stature, with the ability to integrate research and teaching, and with demonstrable experience of close collaborative working with other academics and professionals, evidenced through direct work experience or joint working on knowledge exchange projects and funded research.

Experience of contributing actively to the further development of their discipline through professional networks will also be important.

You will have an established track record of publications, academic leadership, and engagement with a range of external partners. You will be expected to make a major contribution to developing the external profile of the department and in supporting a group of talented staff in all aspects of academic performance. You will have excellent teaching and student support skills and a commitment to ensuring that the undergraduate and postgraduate provision retains and extends market share.

Candidates will complete the standard Edge Hill electronic application form and provide a full letter of application and academic curriculum vitae.

In formulating their letter of application, candidates should provide appropriate evidence in the areas of leadership, management, and professional standing. Particular account will be taken of recent evidence of outstanding achievement. Edge Hill will expect a successful candidate to maintain a high level of achievement in the future, and applicants are asked to indicate in their application the ways in which they place the development of their academic and professional work in the broader institutional context.

Reward & Benefits

We want you to feel happy when you come to work and proud when you go home.

From the moment you join us you have the opportunity to enhance your skills. We offer various routes for progression, a range of specialist development sessions and academic development opportunities along with an award winning and comprehensive staff health & wellbeing programme (HR Excellence Awards 2017). This means you will receive a full academic induction, be enrolled if appropriate on our PGCTHE, benefit from the Edge Hill University CPD scheme (UKPSF) and our annual University Learning and Teaching Day all to support your professional development.

This is just a taste of what we are able to offer you at Edge Hill University.



About Us

Edge Hill University is an ambitious institution, based on an attractive, award-winning 160-acre campus in Lancashire, close to Liverpool and Manchester. The University aspires to combine excellent research of reach and significance with a world-class student experience.

Edge Hill University was named Modern University of the Year in the Times and Sunday Times Good University Guide 2022 and shortlisted for the overall UK University of the Year award. With this award the University was called 'one of the shining stars of the modern university sector.' The award has come closely after Edge Hill was awarded University of the Year in the Educate North Awards 2020/21.

Edge Hill University appears in the Times Higher Global Rankings (801-1000) and has previously held the coveted UK University of the Year title, awarded by Times Higher Education in 2014/2015.

Other recent successes include a Global Teaching Excellence Spotlight Award (2018) from Advance HE in association with Times Higher Education, being ranked in the top 10 for teaching by the Times/Sunday Times Good University Guide 2017, top in the North West for student experience (Times Higher Education 2017), and top in the UK for student accommodation in the 2017 WhatUni Awards.

Edge Hill University has achieved both Athena Swan Bronze and the European Commission's 'HR Excellence in Research Award' (first awarded 2018 and reawarded 2021), which acknowledges alignment with the principles of the European Charter for Researchers and Code of Conduct for researcher recruitment. The process incorporates both the QAA Code of Practice for Research Degree Programmes and the Concordat to Support the Career Development of Researchers.



Duties and Responsibilities

School Leadership and Management

1. Provide colleagues with direction through strong visionary and effective leadership. Adopting an inclusive, engaging, and motivating leadership style that seeks to achieve a highly engaged team and commitment from staff.
2. To articulate clearly a vision for the future for the department which is aligned to University and Faculty strategic and operational objectives, and which enables staff to understand how their efforts through their objectives contribute to Faculty and University achievements.
3. Responsibility for the academic and financial management of the department.
4. Responsibility for directing the research profile and income of the department.
5. Responsibility for managing budgets and resources (including staffing) to ensure efficiency and cost effectiveness.
6. Promotion of enterprise through income generation and reputation enhancing outreach activities.
7. Responsibility for enhancing teaching quality and ensuring that an excellent student experience is delivered by the department (including the monitoring of assessment processes).
8. Responsibility for the management and development of academic and administrative staff including the operation of the annual performance review and probationary schemes.
9. Responsibility for the operation of quality management and enhancement including monitoring the quality assurance processes of the department's collaborative provision.
10. Monitoring recruitment and application rates (including international) to ensure relevance of the academic portfolio.

External Engagement, Enterprise, Research

1. Identify and develop external funding sources.
2. Represent the University, network effectively and work in close collaboration with other academics and professionals on joint funded projects or knowledge transfer projects that further develop your discipline.
3. Undertake individual and collaborative research consistent with the department's objective of enhancing further its national and international research profile.
4. Publish research and disseminate the results of research and scholarship in peer-reviewed journals or appropriate outlets.
5. Advance their position in research, scholarship, and creativity, evidenced by publications and other appropriate forms of public output.
6. Contribute to the support, and when appropriate lead, a group of talented colleagues in their research performance.
7. Contribute fully to the research plans developed in the department, including providing such information as may be required to monitor the progress of each member of the team's research programme.
8. Consistent with the research resources available and with other obligations, to attend and present research findings and papers at academic and professional conferences and to contribute to the external visibility of the Department.
9. Ensure that all research activities undertaken are in compliance with the University's Research Ethics Code of Conduct.

Candidates for Chairs are additionally required to:

10. Undertake individual and collaborative research of the highest quality, consistent with the department's objective of developing its international research profile.
11. Publish and disseminate the results of research and scholarship in peer-reviewed journals or other appropriate outlets of recognised international quality.

12. Secure external sources of funding to support research, either individually or in partnership with colleagues within and outside the University that will result in outputs of international excellence.

Teaching

1. Contribute to teaching in your specialist area and undertake doctoral supervision as appropriate. Make a lead contribution to the development and delivery of taught course undergraduate and postgraduate provision in your specialist area.
2. Design and be responsible for the contents and specific areas of teaching and learning within the undergraduate and postgraduate programmes.
3. Teach and support learning on appropriate modules as required by teaching obligations.
4. Act as personal tutor to undergraduate and postgraduate students.
5. Maintain a broad knowledge of up-to-date research and scholarship in relevant fields to ensure that teaching meets the highest standards.
6. Undertake academic duties required to sustain the delivery of high-quality teaching.
7. Support and comply with the University's and department's teaching quality assurance standards and procedures.

Person Specification

Please note that applications will be assessed against the Person Specification using the following criteria, therefore, applicants should provide evidence of their ability to meet all criteria.

Methods of Assessment include Application Form (A), Supporting Statement (S), Interview (I) & Presentation (P).

		Essential	Desirable	Method of Assessment (A,S,I,P,T)
Qualifications				
1	Excellent undergraduate and postgraduate degree or equivalent professional qualification in an appropriate discipline	*		A
2	Demonstrated ability to generate external funding	*		A
3	Demonstrated ability to provide strategic academic leadership in teaching and research/knowledge transfer/enterprise	*		I/S
4	Engagement in academic and professional networks through active membership of associations, societies, and professional bodies etc., preferably at an executive level	*		A
Knowledge & Experience				
5	Demonstrated ability to teach at undergraduate and postgraduate levels	*		A/I
6	Evidence of a commitment to excellence and innovation in teaching	*		S/I
7	An established national or international reputation as a scholar	*		A
8	Demonstrated ability to successfully lead change in a complex environment	*		I/S

Candidates for Chairs will also have

9	Evidence of high levels of understanding of impact agendas and their relevance to the applicant's work	*		I/S
10	Demonstrated ability to publish at levels of international excellence	*		A
11	Demonstrated ability to attract and supervise research students to successful completion of doctoral degrees	*		A/I
12	Demonstrated ability to initiate new and innovative developments in the curriculum		*	I/S

Skills, Abilities & Competencies

13	High level leadership and motivational skills	*		S/I
14	Excellent resource management and strategic planning skills	*		S/I
15	Ability to significantly contribute to the assurance of quality and standards	*		A
16	Significant experience of team leadership in a complex environment	*		I
17	Ability to reflect on own skills and knowledge, and to seek opportunities for professional and personal development	*		I
18	Adaptable with the ability to operate flexibly in a structured yet complex, changing, and challenging environment	*		I
19	Self-motivated and proactive approach to identifying new opportunities and developing realistic yet creative and innovative solutions	*		I/S

Candidate Guidance

When you are ready to start the formal application process, please visit our [Current Vacancies page](#) and click 'vacancies', search for the role you wish to apply for, and click 'Apply Online'. The online application form can be completed in stages and can be revisited at any time. The form automatically saves as you enter your information, and it is simple to move backwards and forwards throughout at any time prior to submission. Help is available at each stage to guide you through the form. Before final submission, you can preview your application and can then choose to refine or submit the form.

Please refer to the advert for the closing date for this vacancy, all applications must be submitted by 11:59pm on this date. Following the closing date, we will contact you by email to let you know whether or not you have been shortlisted to participate in the next stage of the selection process. We try our best to inform all applicants within two working weeks following the closing date.

Application > Shortlisting > Interview > Outcome

For informal enquiries about this vacancy, you may wish to contact: George Talbot, Pro-Vice Chancellor, talbotg@edgehill.ac.uk

At Edge Hill University we value the benefits a rich and diverse workforce brings to our community and therefore welcome applications from all sections of society.