

Job Details

Job Title:	Assistant Professor in the Anthropology of the Environment and/or Energy
Department:	Anthropology
Responsible to:	Head of Department
Grade:	Grade 7 – Grade 8
Working arrangements:	The role is full time but we will consider requests for flexible working arrangements including potential job shares
Salary Range:	£32,548 - £47,722
Closing Date:	30 September 2018 at midday
Start Date:	Successful candidates will ideally be in post by 1 August 2019

Durham University

Durham University is one of the world's top universities, boasting a welcoming and vibrant international community. Durham is an exceptional place in which to base your career. Our strengths across the Arts and Humanities, Sciences and Social Sciences see us listed as a top 5 UK and top 100 global university with our students and our world leading academics sitting at the heart of delivering our ground-breaking work. As part of our ambitious strategy we are growing and we look forward to welcoming your application.

The Department

The Department of Anthropology at Durham University seeks to appoint a talented individual to the role of Assistant Professor. We welcome applications from those with research and teaching interests in the broad field of social anthropology and we are particularly eager to hear from applicants with a focus on the environment and/or energy.

This post offers an exciting opportunity to make a major contribution to the development of internationally excellent research and teaching while allowing you unrivalled opportunities to progress and embed your career in an exciting and progressive institution. For more information, please visit our Department pages at www.dur.ac.uk/anthropology

Assistant Professors at Durham

The University is committed to supporting all of our colleagues to achieve their full potential. We promote and maintain an inclusive and supportive environment to ensure that all colleagues can thrive. Academic colleagues are supported to publish world-class research in their area of interest with a focus on quality in high impact journals, rather than quantity. We will fully support your research needs including practical help such as resources to attend conferences and to fund research activity, as well as a generous research leave policy and a designated mentor. Sitting

alongside world class research, teaching quality and innovation is critical to ensure a first class learning environment and curricula for all our students. You will be supported to develop your teaching expertise and to engage in teaching innovation to embed our student experience.

All our Assistant Professors are encouraged to focus on research and teaching but also to engage in wider citizenship to enhance their own development, to support their department and wider discipline, and to contribute to the wider student experience.

We are confident that our recruitment process allows us to attract and select the best international talent to Durham. We, therefore, offer a reduced probation period of 1 year for our Assistant Professors and thereafter, subject to satisfactory performance, you will be confirmed in post.

Assistant Professor in Social Anthropology of the Environment and/or Energy

Applicants must demonstrate research excellence in the field of social anthropology with the ability to teach our students to an exceptional standard and to fully engage in the services, citizenship and values of the University. The University provides a working and teaching environment which is inclusive and welcoming and where everyone is treated fairly with dignity and respect. Candidates will be expected to demonstrate these key principles as part of the assessment process.

Key responsibilities:

- Pursue research that is world-leading in terms of originality, significance and rigour, commensurate with the Department's continuing emphasis on international excellence;
- To be developing clear plans for the pursuit of suitable national and international funding opportunities to support research and end-user engagement;
- Play a role in relevant teaching and research supervision, and contribute to ongoing curriculum development;
- Contribute to enhancing the quality of the research environment in the Department, the wider University and beyond through collaborative research activity;
- Demonstrate a willingness to contribute to the administrative work, citizenship and values of the Department;
- Offer lectures, seminars and tutorials at undergraduate and taught postgraduate levels, with the opportunity to teach more widely within the Department, as well as engaging in related activity such as assessment;
- To fully engage in and enhance the values of the University;
- To contribute to attracting and supervising research students, and to enhance the Department's commitment to its vibrant and international postgraduate culture.
- Carry out such other duties as specified by the Head of Department.

Person specification

Candidates applying for a grade 7 post will have recently completed or be concluding their PhD and, while they may have limited direct experience of the requirements for the post, they must outline their experience, skills and achievements to date which demonstrate that they meet or that they have the potential to achieve the essential criteria.

Candidates applying for a grade 8 post must meet all of the essential criteria.

Research

Candidates must have capacity for and be progressing towards the independent development of internationally excellent research that produces high quality outcomes, including some work that is recognised as world class.

The essential research criteria for this post are:

Essential Research Criteria	Grade 7	Grade 8
1. Qualifications	A good first degree and a PhD in anthropology or a related subject (which for grade 7 candidates may be completed or under examination).	A good first degree and a PhD in anthropology or a related subject
2. Outputs <i>Candidates are asked to submit two research papers with their application (as outlined in the How to Apply section below). Candidates may additionally choose to submit evidence such as external peer review of their outputs.</i>	Experience, skills and/or achievements which demonstrate experience of or the potential to produce high quality outputs, some of which is recognised as world-class Grade 7 candidates are asked to submit two pieces of research focused work.	Evidence of high quality outputs, some of which is recognised as world-class.
3. Personal Research Plan	Evidence of a personal research plan which supports and enhances the Anthropology research strategy.	Evidence of a personal research plan which supports and enhances the Anthropology research strategy.

Teaching

Candidates must demonstrate the development and delivery of high quality teaching that contributes to providing a world class learning environment and curricula which enables students to achieve their potential.

The essential teaching criteria for this role are:

Essential Teaching Criteria	Grade 7	Grade 8
1. Qualification	Candidates must be or have the ability to attain the rank of Fellow of HEA	Candidates must be or have the ability to attain the rank of Fellow of HEA
2. Quality	Experience, skills and/or achievements that demonstrate experience of or the potential to deliver high quality teaching	Evidence of the development and delivery of high quality teaching
3. Innovation	Experience, skills and/or	Evidence of innovation in the

	achievements that demonstrate experience of or the potential to innovate in the design and delivery of high quality teaching or assessment of learning including lectures, small group learning and/or using technology or other techniques to enhance learning and/or assessment	design and delivery of high quality teaching or assessment of learning including lectures, small group learning and/or using technology or other techniques to enhance learning and/or assessment
4. Strategic	Experience, skills and/or achievements that demonstrate experience of or the potential to engage in the design of excellent teaching programmes which are research informed and led	Evidence of strategic teaching development - engagement in the design of excellent teaching programmes which are research informed and led

Services, Citizenship and Values

Candidates must actively engage in the administrative requirements of the Department and positively contribute to fostering a collegial environment; as well as demonstrating their commitment to equality, diversity and inclusion.

The essential services, citizenship and values criteria for this role are:

Essential Services, Citizenship and Values criteria	Grade 7	Grade 8
1. Collegial Contribution <i>Candidates may choose to evidence departmental or University roles, mentoring activity, engagement with widening participation, involvement in equality and diversity initiatives and membership or engagement with external bodies.</i>	Experience, skills and/or achievements that demonstrate experience of or the potential to participate in the collegial/administrative activities or an academic Department, Faculty or University	Evidence of participation in the collegial/administrative activities of an academic Department, Faculty or University
2. Leadership <i>Candidates may choose to detail any leadership roles which they have undertaken, preferably in an academic context.</i>	Experience, skills and/or achievements that demonstrate experience of or the potential to engage in activities that contribute to the administrative functioning of an academic Department, Faculty, University and/or discipline including leadership or responsibilities in an academic context	Engagement in activities that contribute to the administrative functioning of an academic Department, Faculty, University and/or discipline including leadership or responsibilities in an academic context
3. Communication	Candidates must have excellent oral and written	Candidates must have excellent oral and written

	communication skills with the ability to engage with a range of students and colleagues across a variety of forums.	communication skills with the ability to engage with a range of students and colleagues across a variety of forums.
<p>Desirable Criteria</p> <p>The desirable criteria for this post (for which candidates should provide evidence of some if not all criteria) are:</p>		
Desirable Research Criteria	Grade 7	Grade 8
<p>A. Research Leadership <i>Candidates may choose to include information about research group leadership, mentoring of research colleagues, invitations to external events, engagement with international networks or projects.</i></p>	Experience, skills and/or achievements that demonstrate experience of or the potential to contribute to the leadership of research groups and the mentoring of early career researchers	Contribution to the leadership of research groups and the mentoring of early career researchers
<p>B. PhD Supervision</p>	Experience, skills and/or achievements that demonstrate experience of or the potential to provide excellent supervision for PhD students	Involvement in the provision of excellent supervision for PhD students
<p>C. Research Impact</p>	Experiences, skills and/or achievements that demonstrate experience of or the potential to evidence research impact beyond their institution	Demonstrable evidence of the impact of the Candidate's research beyond their institution
<p>D. Income Generation</p>	Experience, skills and/or achievements that demonstrate experience of or the potential to develop successful research project proposals	Evidence of engagement in the development of successful research project proposals

Contact Information		
Contact information for technical difficulties when submitting your application		
<p>If you encounter technical difficulties when using the online application form, we prefer you send enquiries by email. Please send your name along with a brief description of the problem you're experiencing to academic.recruitment@durham.ac.uk</p> <p>Alternatively, you may call 0191 260 4420 from the UK, or +44 191 260 4420 from outside the UK. This number operates during the hours of 09.00 and 17.30 Monday to Thursday and 09.00 and 17.00 Friday, UK time.</p> <p>We will normally respond within one working day (Monday to Friday, excluding UK public holidays). This service is being provided by our partner, greenbean by NRG who will respond to your technical enquiry.</p>		
University contact for general queries about the recruitment process		
Natalie McNeil Recruitment Administrator Faculty of Social Science and Health	For general queries	natalie.r.mcneil@durham.ac.uk +44 (0) 191 334 6415
Department contact for academic-related enquiries		
Head of Department	For academic or department related queries	anth.hod@durham.ac.uk

How to Apply

We prefer to receive applications online. For this role we are working with our partner organisation greenbean by NRG and your application will initially be submitted to greenbean by NRG via our website.

Applications are particularly welcome from women and black and minority ethnic candidates, who are under-represented in academic posts in the University. We are committed to equality: if for any reason you have taken a career break or periods of leave that may have impacted on your career path, such as maternity, adoption or parental leave, you may wish to disclose this in your application. The selection committee will recognise that this may have reduced the quantity of your research accordingly.

Please note that in submitting your application, both Durham University and greenbean by NRG (working on behalf of the University) will be processing your data. We would ask you to consider the relevant University Privacy Statement <https://www.dur.ac.uk/ig/dp/privacy/pnjobapplicants/> and the greenbean by NRG Privacy Statement <https://www.nrgplc.com/privacy-and-cookies/> which provide information on the collation, storing and use of data.

What to Submit

All applicants are asked to submit:

1. A CV
2. A covering letter which details your experience, strengths and potential in the requirements set out above;

3. A personal research plan.
4. Two of your most significant pieces of written work, all of which published or submitted since 2014. Your work should be uploaded as PDFs as part of your application in our recruitment system. Please ensure that your PDFs are not larger than 2mb. Please note that your work may be read by colleagues from across the Department and evaluated against the current REF criteria;

Please save all application documents with your name and document type as PDF files.

We will notify you on the status of your application at various points throughout the selection process, via automated emails from our e-recruitment system. Please check your spam/junk folder periodically to ensure you receive all emails.

Referees

You should provide details of 3 academic referees and the details of your current line manager so that we may seek an employment reference (if they are not listed as an academic referee). Please note:

- We shall via greenbean by NRG seek the academic references during the application process. Academic referees should not (if possible) include your PhD supervisor(s) and a majority should be from a University other than your own (save for early career applicants applying for their first post). **We would ask that you alert your academic referees to this application as soon as possible, and provide them with a copy of the CV you submit with your application**, so that we can quickly obtain references should you be progressed to the long list stage. As part of your application you will be asked whether you give your consent to your academic references being sought at the longlisting stage.
- Academic references sought for long-listed candidates may be made available to the panel during the shortlisting process.
- We will seek a reference from your current line-manager if we make you an offer of employment (albeit you may have also nominated your line manager as an academic referee). Please clearly indicate which referee is your current line-manager and please let us know if we should only approach them once an offer has been made.

Next Steps

All applications will be considered; our usual practice is for colleagues across the Department to read the submitted work of long-listed candidates.

Short-listed candidates will be invited to the University and will have the opportunity to meet key members of the Department. The assessment for the post will normally include a presentation to staff and students in the Department followed by an interview and individual meetings with key staff. We anticipate that the assessments and interviews will take place over two days on or around 04 & 05 December 2018.

In the event that you are unable to attend in person on the date offered, it may not be possible to offer you an interview on an alternative date.

About the Department

Durham Anthropology is one of the leading departments for broad based anthropology in the country. Durham Anthropology combines strong teams of biological, social and medical anthropologists together to deliver world class integrated research and teaching. Ranked 29th in the QS World Rankings of Anthropology Departments and in the top 10% of our discipline nationally according to the Research Excellence Framework 2014, with 74% of our research outputs judged to be world leading or internationally excellent, we are proud of our national and international reputation in producing research that drives important debates and has a meaningful impact on the world. Our academic community ethos stresses equality and we will provide an environment that supports all its members effectively.

Anthropology aims to lead nationally and internationally in key research areas that build on existing broad-based strengths in the Department. We are looking to expand our activities in the anthropology of: 1) primatology 2) global health 3) politics and migration and 4) energy and the environment. With the expansion of field schools for all our undergraduate students, we seek to integrate the entire Durham Anthropology community in the production of great research and graduates with the necessary skills to have a sustained positive impact on the world's problems. New academic colleagues will join a growing department with a collaborative vision of how it can shape the future of anthropology in the UK and beyond.

With more than 40 permanent academic faculty, Anthropology runs a large number of significant projects at all times. In the field of Social Anthropology, the Department has a number of projects that concentrate on politics, energy, the environment and immigration. Ben Campbell, Sandra Bell, Simone Abram, Catherine Alexander, Elisabeth Kirtsoglou and Tom Yarrow all carry out research in the fields of environmental and energy anthropology and the politics of migration and conflict. We encourage interdisciplinary collaborations, including working on complex animal-human interaction in conservation and development (principally with Jo Setchell and Russell Hill).

About Durham University About Durham University

As one of the UK's leading universities, Durham is an incredible place to define your career while enjoying a high quality work/life balance. We are home to some of the most talented scholars and researchers from around the world who are tackling global issues and making a difference to people's lives.

The University sits in a beautiful historic city where it shares ownership of a UNESCO World Heritage Site with Durham Cathedral. A collegiate University, Durham recruits outstanding students from across the world and offers an unmatched wider student experience.

Less than 3 hours north of London, and an hour and a half south of Edinburgh, County Durham is a region steeped in history and natural beauty. The Durham Dales, including the North Pennines Area of Outstanding Natural Beauty, are home to breathtaking scenery and attractions. Durham offers an excellent choice of city, suburban and rural residential locations. The University provides a range of benefits including pension and childcare provision and the University's Relocation Manager can assist with potential schooling requirements.

If you'd like to find out more about the University or relocating you and your family to Durham, please visit <https://www.dur.ac.uk/jobs/recruitment/>