

# DIRECTOR OF THE SCOTTISH OCEANS INSTITUTE

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## Contents

About the University of St Andrews.....	3
The University structure .....	4
The Scottish Oceans Institute .....	6
Investment in the Gatty Marine Laboratory .....	7
Role description.....	8
Person specification.....	9
Terms and conditions.....	9
Timetable .....	11
How to apply.....	11

## About the University of St Andrews

Founded in the early 15th century, St Andrews is Scotland's first university and the third oldest in the English speaking world.

Situated on the east coast of Scotland and framed by countryside, beaches and cliffs, the town of St Andrews was once the centre of the nation's political and religious life.

Today it is known around the world as the 'Home of Golf' and a vibrant academic town with a distinctively cosmopolitan feel where students and university staff account for more than 30% of the local population.

The University of St Andrews is a diverse and international community of over 10,500, comprising students and staff of over 120 nationalities. It has 8,200 students, just over 6,600 of them undergraduates, and employs approximately 2,540 staff - made up of c. 1,190 in the academic job families and c 1,350 in the non-academic job families.

St Andrews has approximately 50,000 living graduates, among them Scottish First Minister Alex Salmond and the novelist Fay Weldon. In the last 90 years, the University has conferred around 1000 honorary degrees; notable recipients include Benjamin Franklin, Rudyard Kipling, Alexander Fleming, Iris Murdoch, James Black, Elizabeth Blackadder, Tim Berners-Lee, and Hillary Clinton.

The University is one of Europe's most research intensive seats of learning. It is the top rated University in Scotland for teaching quality and student satisfaction and among the top rated in the UK for research. In the 2014 Research Excellence Framework (REF) St Andrews was judged as 14<sup>th</sup> for research quality in the UK.

St Andrews is consistently held to be one of the United Kingdom's top ten universities in university league tables compiled by The Times and The Sunday Times, The Guardian and The Complete University Guide. In the 2014/15 Times and Sunday Times Good University Guide, St Andrews is ranked 3<sup>rd</sup> in the UK, behind only Oxbridge. The same guide has named St Andrews its Scottish University of the Year in 2013 and 2014. The University has eight times been named the top multi-faculty university in the UK in the National Student Survey – a direct reflection of the quality of teaching, assessment and

facilities. In international and world rankings St Andrews scores highly for teaching quality, research, international outlook and citations. In the 2014 Times Higher Education World Rankings St Andrews is 14<sup>th</sup> in the world for International Outlook, 33<sup>rd</sup> for research and teaching in Arts and Humanities and 81<sup>st</sup> for Citations. It is ranked 111<sup>th</sup> overall in the Times Higher Rankings and 88<sup>th</sup> in the QS University World Rankings.

Its international reputation for delivering high quality teaching and research and student satisfaction make it one of the most sought after destinations for prospective students from the UK, Europe and overseas. In 2012 the University received on average 12 applications per place. St Andrews has highly challenging academic entry requirements to attract only the most academically potent students in the Arts, Sciences, Medicine and Divinity.

The University is closely integrated with the town. The Main Library, many academic Schools and Service Units are located centrally, while the growth in research-active sciences and medicine has been accommodated at the North Haugh on the western edge of St Andrews.

As the University enters its seventh century, it is pursuing a varied programme of capital investment, including the refurbishment of its Main Library and a major investment in its collections, the opening of a research library, the development of a major arts centre, the refurbishment of the Students' Union, and the development of a wind-farm and green energy centre to offset energy costs.

## The University structure

The [Principal's Office](#) is made up of the senior management of the University who hold responsibility for specific areas of the University, such as teaching, research or meeting business needs. The Principal's Office serves the Principal and other key officials of the University.

The work of the University is structured around four Faculties: the [Faculty of Arts](#), [Faculty of Divinity](#), [Faculty of Medicine](#), and the [Faculty of Science](#). The University's Schools and Departments all belong to one of the four Faculties. Each Faculty is led by a [Dean](#), and supported by a number of Pro Deans.

The majority of the University's research takes place within the Academic Schools. The University also supports a large number of world-class, often cross-discipline or cross-institutional, research Institutes (groups concerned with research collaboration as well as providing undergraduate or postgraduate teaching) and Centres (group concerned, generally, with research collaboration). These groups are sponsored by one or more Schools.

The Faculty of Science is home to all of the University Schools and Departments relating to science subjects and, within this structure, the [Scottish Oceans Institute](#) (SOI) is sponsored by the Schools of Biology, Geography and Geosciences, and Mathematics and Statistics:

- The [School of Biology](#) is the largest School in the University with over 60 Principal Investigators with a combined complement of 120 PhD students, 100 postdoctoral research fellows and 50 technical and administrative support staff. In addition to the SOI, the School sponsors the [Biomedical Sciences Research Centre](#) and the [Centre for Biological Diversity](#). There is much overlap between the research carried out at the three Centres as well as strong interdisciplinary links with other Schools in the University. The School prides itself on its research-led teaching, providing a broad curriculum to around 450 FTE undergraduates who now enter the University typically with straight A's at A-level or in Scottish Highers. Around 20% of the School's Honours students graduate with a degree in Marine Biology. The School was ranked 2nd in the UK in the 2014 [Research Excellence Framework](#) for the impact of its research with all 6 case studies graded 4\* (outstanding and internationally leading). Four of the six case studies submitted were in marine science.
- The [School of Geography and Geosciences](#) is home to the Department of Earth and Environmental Sciences and the Department of Geography and Sustainable Development. Its interests are directed at studying and understanding the solid Earth, its biosphere, atmosphere, oceans and its peoples, places and environments. The School was ranked as Excellent in recent external audit with departmental programmes among the top for UK places to study. The School aims to create an exciting intellectual setting in which collaborative, interdisciplinary research is undertaken that bridges the Earth, Ocean, Atmospheric, Biological and Social Sciences to address fundamental questions about Earth System behaviour from the present through to Deep Time and

further to apply that knowledge to benefit societies and create sustainable economies.

- In relation to the [School of Mathematics and Statistics](#), the Centre for Research into Ecological and Environmental Modelling (CREEM) is an inter-disciplinary research Centre, linking researchers from the Schools of Mathematics and Statistics, Biology and Geography and Geosciences. Its remit is to develop and apply advanced mathematical and statistical methods to practical problems in biology, ecology and geography. The Centre is divided into research units, some of which are housed within our purpose-built facility at the old university observatory and others of which are housed in their respective Schools. We have a lively seminar programme and welcome research visitors. The observatory also contains a tailor-made teaching and computer classroom, and holds regular training workshops for practitioners.

## The Scottish Oceans Institute

The Scottish Oceans Institute is an interdisciplinary research institute studying the marine environment and forming a key focus for research excellence in marine-related science. With marine science at St Andrews having grown in scale and influence for over a century - and with the University recognised today as one of the most dynamic international centres in the field - the Institute was established out of a belief that it was necessary and timely to promote interdisciplinary excellence in marine sciences to respond to the many challenges that threatened the ecology and diversity of marine systems.

Sea level rise, loss of biodiversity, ocean acidification and over-exploitation of marine resources are all recognised global problems, which will become increasingly urgent as this millennium advances. Consequently a major aim of establishing the Institute was to bring together researchers at the University who share an interest in oceanic systems science in the broadest sense. The Institute promotes excellence in research and acts as the conduit through which research at St Andrews can continue to contribute towards understanding and managing the future of our oceans.

The Institute's research interests range from the deep oceans to the coasts, and from the people who use and interact with the sea, to the biological and physical processes that

make the oceans function. The SOI aims to develop scholarship, commercialization of research and advanced-level teaching delivered through the contributing Schools at the University.

The Institute's scientific staff includes 58 research-active principal investigators, 57 research fellows, 26 technicians and engineers plus other support staff.

The *research themes* of the Institute are:

- [Developmental and Evolutionary Genomics](#)
- [Ecology, Fisheries and Resource management](#)
- [Global Change and Planetary Evolution](#)
- [Sea Mammal Research Unit](#)

Its *research centres* are:

- [Centre for Biological Diversity](#)
- [Centre for Evolution, Genes and Genomics](#)
- [Centre for Research into Ecological & Environmental Modelling](#)
- [Facility for Earth & Environmental Analysis](#)
- [Sea Mammal Research Unit](#)

In addition, the Institute is host to the Directorate of the [Marine Alliance for Science and Technology Scotland](#).

## Investment in the Gatty Marine Laboratory

Established in 1896, the Gatty Marine Laboratory pioneered the study of the health of our oceans and now - as home to the SOI - has 61 Principal Investigators, 35 engineers and technicians, 80 research fellows and 90 PhD students.

The University is currently planning significant investment in a new aquarium facility, laboratory and office accommodation at the Gatty as part of a contribution to the [European Marine Biological Resource Centre](#) (EMBRC) - a large-scale European Research Infrastructure in marine biology designed to serve the needs of universities, industry and government.

The latest Strategic Plan of the University includes a project to replace the original Victorian building of the Gatty Marine Research Complex with a modern research facility and aquarium. Designs and fund raising for this project are progressing well with an expected completion date of 2016/7. The project will enable all members of the Sea Mammal Research Unit to consolidate on a single site and it will provide accommodation for expansion enabling the Institute's ambitious plans for EMBRC and a visiting scientist programme to become a reality. The new aquarium will have extensive environmental monitoring and control of such parameters as temperature, lighting, pH, oxygen, salinity, ammonia and nitrates. Specialist rooms with air conditioning will allow electronic and optical equipment to co-exist with culture facilities supplied with running seawater, for example, in support of sophisticated long-term experiments on adaptation of organisms to climate change.

## Role description

The role of the Director of the SOI is to:

- provide academic leadership in the marine sciences at St Andrews
- identify and lead new research initiatives for marine science at the University
- attract substantial research funding
- promote the Institute's research standing nationally and internationally, building partnerships with academic and policy institutions
- open up translational opportunities for the University

The Director will also be awarded a Chair in Marine Biology at the University and would, as Chair, sit within the School of Biology, and serve on the School's Management Group.

The appointee will chair an Executive Board comprising senior academics from the participating Schools and has three Staff Council meetings per year. Staffing and finance are supported by an administrative team: the Director post is not administratively burdensome. Significant funding will be available for the successful candidate to set-up a research group. The teaching load of the Director would be limited, in recognition of the range of her or his responsibilities.



## Person specification

The *essential* requirements of the Director position are:

- an outstanding track record of successful scientific leadership
- outstanding research credentials in the marine sciences, with publications in leading scientific journals
- the ability to attract substantial research funding
- success in developing large-scale, inter-disciplinary research programmes
- the interpersonal skills to serve as advocate and ambassador for the Scottish Oceans Institute nationally and internationally, developing its research profile in academic and policy circles

## Terms and conditions

### Duration

This is a permanent appointment, with the successful candidate being appointed Director of the Scottish Oceans Institute for an initial term of 3-5 years, subject to agreement.

### Reward package

Negotiable.

### Annual leave

You will be entitled to 5 statutory holidays (25 and 26 December, 1 and 2 January, and 1 May) and 34 holidays after the completion of 12 months of employment. Information about annual leave is available from the HR website links: [Annual leave guidance](#) and [Annual leave entitlement](#).

### Location

Your normal place of work is the University of St Andrews.

## Nationality

The university policy is to review all applications without considering the nationality of the applicant.

## Equal opportunities policy statement

The University of St Andrews is committed to promoting equality of opportunity for all, which is further demonstrated through its working on the Gender and Race Equality Charters and being awarded the [Athena SWAN award for women in science](#), [HR Excellence in Research Award](#) and the [LGBT Charter](#).

The University would particularly welcome applications from suitably qualified women: St Andrews is fully engaged with the Athena Swan programme and is about to submit an application for Silver award status. The University values equality and diversity across its workforce, and offers a family friendly environment in which flexible working is encouraged and we strive to hold important meetings/seminars within core hours of 9.30-3.00.

In addition, a broad variety of measures are currently being introduced to ensure effective career progression for everyone and to eradicate the historical underrepresentation of females at higher professional levels. Applicants with school age children should be aware that St Andrews and the surrounding villages are blessed with excellent primary and secondary schools and are a great place to bring up a family.

## Academic review period for new starts

The University operates a review period of four years for all academic appointments. Detailed objectives for Research, Teaching and Service, covering a period up to 4 years, specific to the individual, taking account of the stage of their career at appointment and reasonable expectations for the relevant academic discipline, including workload management, will be agreed with the individual at the time an appointment is offered. The agreement will normally cover:

- publications' strategy
- engagement (including public and outreach)
- grant applications
- teaching

The review period is intended to be supportive and encouraging and the University will look for evidence of sustained high quality performance throughout. Details of the

scheme can be found on the Human Resources website at the [Human Resources website](#).

## Timetable

The closing date for applications is **Monday, 17 August 2015**.

The Selection Committee, chaired by the Principal of the University, [Professor Louise Richardson FRSE](#), will assess all applications on merit according to the evidence presented and in line with the principle of free and fair competition. At all stages of the recruitment process, candidates will be offered the chance of feedback on their applications.

Applicants will be contacted by **Wednesday, 2 September 2015** to let them know if they have been placed on the short-list for the position.

The final interviews will be held at the University on **Tuesday, 15 September 2015** with short-listed candidates having the opportunity to meet colleagues at the University the day before.

## How to apply

To apply to be the Director of the Scottish Oceans Institute, please submit:

- a covering letter of no more than 2000 words that addresses the five essential requirements in the person specification section above
- an up-to-date CV, including full details of academic publications and research awards

These documents should be emailed to [recruitment@sylogism.co.uk](mailto:recruitment@sylogism.co.uk) by the closing date of **Monday, 17 August 2015**.

## Contacts

For an informal discussion about the role and how to apply please contact Christopher Lake or Sabine Tilly at [recruitment@sylogism.co.uk](mailto:recruitment@sylogism.co.uk) or telephone +44 (0) 20 3417 6076. We plan to take up references for short-listed candidates before interviews are held. References will not be taken up without your prior consent.