



University of
St Andrews

**School of Geography and Sustainable
Development**

**Post-doctoral Research
Fellow – AR3144LS**





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Introduction



Founded in the 15th century, St Andrews is Scotland's first university and the third oldest in the English-speaking world. The University of St Andrews is one of Europe's most research intensive seats of learning. It is one of the top-rated universities in Europe for research, teaching quality, and student satisfaction.

Today, under the leadership of Principal and Vice-Chancellor Professor Dame Sally Mapstone FRSE, the University's strategy is to broaden its global influence, with a focus on diversity, building a culture of entrepreneurship, research excellence, and social responsibility.

From climate science and sustainable development to energy ethics and grass-roots level action across all our communities in which it operates, sustainability is at the heart of the University's strategic vision. World-leading research on sustainability is taking place across the breadth of the University, with researchers addressing key questions on the defining issue of our generation.



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Geography and Sustainable Development

We are seeking to appoint a Post-doctoral Research Fellow within the School of Geography and Sustainable Development.

The School of Geography and Sustainable Development is located in the Irvine Building, in the historic town centre near the University Library. The School is well-known for world-leading research and teaching in Environmental Change, Development, Population Studies, Spatial Data Science, Health Geography, and Sustainability.

According to the Research Excellence Framework (REF) 2021, 94% of research by the School was classified as world-leading or internationally excellent. The School also has an outstanding reputation for high-quality teaching and was ranked second in the UK by The Guardian University Guide 2025, fourth by The Times Good University Guide 2025 and forth by the Complete University Guide 2023. The School has 46 academic staff, 17 postdoctoral fellows and 52 PhD students, supported by two technicians and nine administrative staff.

The School has five overlapping research groups – Environmental Change; Geographies of Society Inequalities and Possibilities (GOSSIP); Population and Health; the Bell-Edwards Geographic Data Institute; and the Sustainabilities Research Group. The successful candidate will engage with School Strategy (School of Geography and Sustainable Development Strategic Plan 2021-2026.pdf ([st-andrews.ac.uk](https://www.st-andrews.ac.uk))), as well as contribute to the University's Strategy (<https://www.st-andrews.ac.uk/about/governance/university-strategy/>).

Further Information

Further information on the University is available at <https://www.st-andrews.ac.uk/>, and on the School of Geography and Sustainable Development at <https://www.st-andrews.ac.uk/geography-sustainable-development/>.





Job Description

Reporting to: Lecturer in Sustainable Development

Location: St Andrews

Job Family: Academic Research

Working Hours: 29 hours per week

Grade/Salary Range: Grade 6 £38,249 - £41,671 per annum pro rata

Reference Number: AR3144LS

Start Date: 15 September 2025

Interview Date: 4 August 2025

Duration of post: 16 months

Main Purpose of the Role

This 16-month Post-Doctoral Research Fellow will support the Rebundling Sovereignty over Local Nature in Global Governance (RESOLVING) project, funded by the Research Council of Norway, focusing on the environmental governance of biomes in the Gulf of Guinea. The role involves supporting research design, data collection, critical literature review and analysis, publication, and collaboration with Dr Ife Okafor-Yarwood (University of St Andrews), Dr Lucas de Oliveira Paes (Norwegian Institute of International Affairs), and other partners. The fellow will also manage the project's webpage and social media, engage with stakeholders, and seek and support grant writing. The post is located in St Andrews, UK.



Key Responsibilities

1. Plan and conduct own research activities within the project to meet deadlines and deliverables. This includes:
 - Contribute to stakeholder mapping and conduct systematic reviews of literature, media, and policy documents, focusing on governance practices in the Gulf of Guinea biomes.
 - Plan and conduct research activities, including data collection, analysis, and preparation for publication, to meet project deadlines and deliverables.
 - Contribute to ocean governance and security projects, supporting grant applications and related research.
 - Prepare project reports and write research papers for publication in peer-reviewed journals.
 - Present research findings at conferences, seminars, and workshops, including preparing posters and papers.
2. Engage in networking activities to build relationships with internal and external stakeholders for future research collaboration.
3. Manage research outreach efforts, including websites, social media, and blogs.
4. Develop specialist knowledge in the research area, addressing challenges and devising solutions with the PI.
5. Contribute to organising seminars, workshops, and conferences internally and externally.
6. Collaborate with other research group members, fostering a supportive and dynamic research environment.
7. Take the initiative to identify new research areas, develop new methods, and extend the research portfolio.
8. Identify potential funding sources, contribute to writing grant applications, and support funding-related activities.
9. Ensure compliance with legal and regulatory requirements, including data protection, health and safety, and university policies.
10. Manage administrative tasks related to research and the project, maintaining effective organisation and communication.

Special Requirements:

This position may involve international travel to attend meetings/work with collaborators.

Please note that this job description is not exhaustive, and the role holder may be required to undertake other relevant duties commensurate with the grading of the post. Activities may be subject to amendment over time as the role develops and/or priorities and requirements evolve.



Person Specification

Attributes	Essential	Desirable	Means of Assessment (i.e. application form, interview, test, presentation etc.)
<p>Education & Qualifications</p> <p><i>(technical, professional, academic qualifications and training required)</i></p>	<p>Good first degree in relevant subject</p> <p>Hold or be close to submission of PhD in relevant subject</p>		<p>Application/ certificates</p>
<p>Experience & Knowledge</p> <p><i>(examples of specific experience and knowledge sought)</i></p>	<p>Experience in applying relevant analytical skills, techniques and methods including:</p> <p>Experience in stakeholder mapping and engagement, particularly in environmental governance or related fields.</p> <p>Experience in qualitative and critical policy analysis, discourse analysis, social network analysis, and mixed-methods approaches.</p>	<p>Knowledge of one or more of:</p> <p>Research experience related to environmental governance, ocean governance, maritime security, or climate change governance.</p> <p>Familiarity with the political and environmental context of climate change governance</p> <p>Experience of applying for external funding</p>	<p>Interview/ Presentation</p> <p>Interview</p>



Person Specification

Attributes	Essential	Desirable	Means of Assessment (i.e. application form, interview, test, presentation etc.)
<p>Experience & Knowledge</p> <p><i>(examples of specific experience and knowledge sought)</i></p>	<p>Ability to develop and apply theoretical frameworks to complex governance, sovereignty, and environmental issues.</p> <p>Proven ability to work independently and collaboratively within a research team, managing time effectively to meet deadlines.</p> <p>Developing research track record commensurate with stage in career</p>	<p>Demonstrate clear potential for high quality research publications</p> <p>Credible plans for the active pursuit of external research funding</p> <p>Experience of teaching at undergraduate level</p> <p>Experience of supervising others (academically or in a management capacity)</p> <p>Project management experience.</p> <p>Experience of organising activities for scholarly or public audiences.</p>	<p>Interview/ Presentation</p> <p>Interview</p>



Person Specification

Attributes	Essential	Desirable	Means of Assessment (i.e. application form, interview, test, presentation etc.)
<p>Competencies & Skills</p> <p><i>(e.g. effective communication skills, initiative, flexibility, leadership etc)</i></p>	<p>Effective communicator (orally and in writing)</p> <p>Well developed presentation skills including ability to communicate complex, theoretical and technical material in an engaging and intelligible way to a range of audiences including non-specialists.</p> <p>Ability to write up research results for publication in a scientific journal</p> <p>Effective communicator (orally and in writing)</p>	<p>Familiarity with digital communication tools or graphic design for research dissemination.</p> <p>Impact and engagement evidence of disseminating research to constituencies beyond the academic community.</p>	<p>Application/Interview</p> <p>Interview/Presentation</p> <p>Interview/References</p>



Person Specification

Attributes	Essential	Desirable	Means of Assessment (i.e. application form, interview, test, presentation etc.)
<p>Competencies & Skills</p> <p><i>(e.g. effective communication skills, initiative, flexibility, leadership etc)</i></p>	<p>Well developed presentation skills including ability to communicate complex, theoretical and technical material in an engaging and intelligible way to a range of audiences including non-specialists</p> <p>Ability to present research results at national and international conferences clearly and effectively</p> <p>Collegiality/willingness to work in a collaborative environment.</p> <p>Ability to work autonomously and to be proactive in identifying and resolving issues</p>		<p>Application/Interview</p> <p>Interview/References</p>



Person Specification

Attributes	Essential	Desirable	Means of Assessment (i.e. application form, interview, test, presentation etc.)
<p>Competencies & Skills</p> <p><i>(e.g. effective communication skills, initiative, flexibility, leadership etc)</i></p>	<p>Administrative and IT skills appropriate for the efficient and effective delivery of research.</p> <p>Well developed time management skills with the ability to meet deadlines</p>		<p>Application/Interview</p> <p>Interview/References</p>
<p>Other Attributes/Abilities</p> <p><i>(if applicable)</i></p>	<p>Evidence of keeping up to date with new developments in relevant knowledge and techniques.</p>	<p>Evidence of participation in relevant academic and professional associations/bodies and external research networks.</p> <p>Some knowledge of issues and challenges facing universities in attaining research funding.</p>	<p>Application/Interview</p>



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Benefits

In addition to the salary on offer for this position, there are a wide range of benefits for staff working at the University of St Andrews. The package for the Post-doctoral Research Fellow includes:

- Grade 6 £38,249 - £41,671 per annum, pro rata
- Membership of the USS Pension Scheme with a generous employer contribution of 14.5%.
- A hybrid working environment, including partial homeworking where appropriate and a range of family friendly policies
- Staff discount scheme for local and national goods and services
- Free staff parking, employee Carshare and Cycle to Work Schemes and subsidised local bus travel
- Subsidised sports membership, reduced tuition fees on degree programmes for staff, access to training and development opportunities including LinkedIn Learning, access to library facilities, salary sacrifice scheme
- A range of wellbeing initiatives including membership of Peppy, a health application that connects staff to expert practitioners and personalized support on health matters
- 34 Days Annual Leave plus 5 Public Holidays.





How to Apply



We are committed to creating an inclusive and accessible recruitment process for all candidates. If you would like to request any reasonable adjustments or accommodations during the application or interview process, please let us know, and we will be happy to support you.

We encourage applicants to apply online at www.vacancies.st-andrews.ac.uk/welcome.aspx

If you have difficulties in completing the online application form, please call +44 (0)1334 461990 or contact vacancies@st-andrews.ac.uk for an application pack.

Applications should consist of:

- Letter of application
- CV
- Names and contacts of three referees
- Writing sample - An academic publication or the literature review chapter of your PhD; if submitting the latter, it should be no more than 15 pages long.

For all applications, please quote ref: AR3144LS

The University of St Andrews is a charity registered in Scotland (No SC013532).



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Equality, Diversity & Inclusion

Equality, diversity and inclusion are at the heart of the St Andrews experience and form a central pillar of the University Strategy. We strive to create a fair and inclusive culture demonstrated through our commitment to diversity awards (Athena Swan, Carer Positive, Race Charters). We celebrate diversity by promoting profiles of BAME, LGBTIQ+ Disabled and Neurodiverse staff and supporting networks including the Staff BAME Network; Staff with Disabilities or Neurodiversity Network; Staff LGBTIQ+ Network; and the Staff Parents & Carers Network. Full details available online: <https://www.st-andrews.ac.uk/hr/edi/>

The University encourages all interested candidates to apply regardless of nationality and all applications received are assessed against the essential and desirable criteria listed in the further particulars. The successful candidate will have to demonstrate their right to work in the UK prior to commencing employment and where required, obtain the right to work in the UK without relying on University sponsorship. Information on other visa options is available at <https://www.gov.uk/check-uk-visa> or by contacting our HR Immigration Team on hrimmigration@st-andrews.ac.uk.

The University of St Andrews has also received a prestigious institutional Silver Athena Swan Award in recognition of its continued efforts to advance gender equality across the University (building on our Bronze awards of 2012 and 2017).





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St Andrews

A modern location surrounded with ancient history, St Andrews is a dynamic and friendly town found on the east coast of Scotland. Situated in the Kingdom of Fife, St Andrews has easy links to nearby commuter towns and transport links (including airports) to the nearby cities of Dundee (13 miles) and Edinburgh (c. 1 hour by train).

St Andrews and the surrounding area is home to a wide range of restaurants and shops, while boasting an array of beautiful beaches. St Andrews is also the home of golf and there are seven local courses including the famous Old Course.

Fife is an area filled history and culture. There are nearly 5,000 listed buildings and 50 conservation areas across the Kingdom, with some historic structures dating all the way back to the 12th century. St Andrews enjoys a microclimate and is typically much drier than western parts of the country.





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Further Information

Interviews will be held on : **4 August 2025**

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