



University of  
St Andrews

# School of International Relations Lecturer





# Introduction



*“Our remarkable students and staff are the lifeblood of St Andrews. It is their energy, vision and momentum [we] aim to support, to free them to use knowledge, ideas, and potential for the benefit of all.”* The Principal, Professor Sally Mapstone

Founded in 1413, the University of St Andrews is Scotland’s first university and one of the oldest in the English-speaking world. With more than 600 years of academic excellence, we are proud of our reputation as a world-class centre for learning, teaching, and research.

St Andrews is a close-knit, international community set in a beautiful historic town on Scotland’s east coast. Our students and staff come from over 140 countries, creating a diverse and globally minded environment. We strive to create an inclusive culture in which all can flourish, and the University have attained several diversity awards, including those related to race and gender equality, and support for carers, which demonstrate our commitment to this ambition. The University is consistently ranked among the UK’s top institutions for student satisfaction, research quality, and teaching excellence.

We are a research-intensive university where creativity, collaboration, and critical inquiry are at the heart of everything we do. Whether you are joining us in an academic, professional, or support role, you will be part of a team committed to delivering outstanding education and making a meaningful contribution to society.

For those looking to be part of a university with deep-rooted heritage, a global outlook, and a forward-thinking approach, we invite you to consider joining our community at the University of St Andrews.



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## School of International Relations

The School of International Relations is the only one of its kind in Scotland and is recognised globally for the exceptional quality of its research and teaching. International Relations has been taught at the University for over 30 years. A separate department was created in 1990, becoming a School in its own right in 2003. Presently, we are the top-rated Politics/IR school in the United Kingdom according to both The Guardian University Guide and The Times Good University Guide.

Members of the School of International Relations pride ourselves on our commitment to innovative research and passionate teaching. This is reflected in our NSS scores, which are amongst the highest in the country. We are a school with a broad research expertise in many different elements of international relations. We have existing strengths in such areas as IR Theory (from traditional to critical theories); foreign policy analysis; global law and governance; Human Rights; international organizations and regimes; International Political Thought; Migration; Non-state actors, Peace and Conflict Studies; Security and Strategic Studies; and Terrorism and Political Violence. The School draws together scholars with expertise in a range of fields and disciplines, including but not limited to political science, history, philosophy, sociology and anthropology. The School does not adopt one understanding of International Relations, but instead is open to a range of approaches. We have major strengths in area studies including Africa, Europe, Latin America, the Middle East, and Central, East and South Asia. The current Head of School is Professor Fiona McCallum Guiney and individual staff profiles can be found at: <http://www.st-andrews.ac.uk/intrel/people/>

This call is for applications for a Lecturer position to start on 1 September 2026. We are seeking candidates that specialize in the politics, foreign and security policy of China.





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## School of International Relations

The School of International Relations is strongly committed to actively supporting equality at every level irrespective of race, disability, age, faith, gender, and sexual orientation, and to taking a zero-tolerance approach to discrimination and harassment.

We seek to foster a diverse community of staff and students and to nurture the talents of all through fair practices. Towards this end, we especially encourage applications from women and ethnic minority candidates, as these groups are currently underrepresented in the School. We are committed to redressing this imbalance.

The School currently holds an Athena SWAN Bronze Award conferred in May 2019 and renewed in May 2025. In furtherance of commitments made in our Action Plan, we have enhanced family friendly policies through a series of measures including implementation of a workload model to promote fair and equitable distribution of work and establishment of a carers' fund to support caring responsibilities.

Several forms of family leave are available including maternity, paternity, shared parental, parental, adoption, fertility, neonatal care, and special leave including carer leave, compassionate leave, critical domestic emergency leave, parental bereavement leave, and more.

A number of university staff networks offer supportive spaces for staff with particular needs to network, socialise and form community. Currently networks exist for staff who identify as BAME and LGBTQI+, staff with disabilities or neurodiversity, and parents and carers.

Candidates are invited to contact Prof Fiona McCallum Guiney, the Head of the School of International Relations, if they have any questions, [irhos@st-andrews.ac.uk](mailto:irhos@st-andrews.ac.uk)





## Job Description

**Reporting to: Head of School**

**Location: School of International Relations**

**Job Family: Academic (Education & Research)**

**Working Hours: Full Time (36.25 hours per week)**

**Grade/Salary Range: Salary: Grade 7, £47,389 - £58,226 per annum**

**Reference Number: AC2869SB**

**Start Date: 1 September 2026 or as soon as possible thereafter**

**Interview Date: 28 May 2026**

**Duration of post: Standard**

## Main Purpose of the Role

To strengthen the School of International Relations record of excellence in the production of original research and the provision of outstanding teaching by:

- Conducting, publishing and otherwise disseminating original research in the field of International Relations with a primary focus on China and regional expertise in East Asia
- Teaching classes and delivering lectures to undergraduate and taught postgraduate students as well as supervising final year/Master's dissertations and doctoral theses as required
- Enhancing the School's research culture by attracting external research funding and graduate students
- Contributing to the effective administration and management of the School's activities



# Key Responsibilities

1. Deliver lectures, seminars and tutorials to sub honours and honours students
2. Devise and assess coursework and examinations for undergraduate and postgraduate classes and provide feedback to students
3. Devise and deliver specialist modules at honours and taught postgraduate levels related to your own research interests
4. Supervise and examine dissertations and projects in your specialist area – final year, Masters and doctoral theses
5. Engage in, publish and otherwise disseminate original research
6. Apply for and win external research funding
7. Pursue research influence and impact, and support public engagement
8. Attract and recruit graduate students
9. Undertake administrative roles and management functions as required by the Head of School
10. Participate in committees and working groups within the School, the Faculty and the University as may be required
11. Play an active role in building inter-disciplinary links across and outwith the University.

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

**Essential Criteria** – requirements without which a candidate would not be able to undertake the full remit of the role. Applicants who have not clearly demonstrated in their application that they possess the essential requirements will normally be rejected at the short-listing stage.

**Desirable Criteria** – requirements which would be useful for the candidate to hold. When short listing, these criteria will be considered when more than one applicant meets the essential requirements.

Attributes	Essential	Desirable	Means of Assessment (i.e. application form, interview, test, presentation etc.)
Education & Qualifications  <i>(technical, professional, academic qualifications and training required)</i>	Hold a PhD in a cognate discipline	Tertiary teaching qualification	Application/ Certificates
Experience & Knowledge  <i>(examples of specific experience and knowledge sought)</i>	Specialised knowledge in the area of International Relations with regional expertise on China  Ability to teach the module 'Foreign Policy of Modern China'	Experience of postgraduate supervision  Evidence of developing track record of teaching excellence	Application/ Presentation  Application/ Presentation/ Interview



# Person Specification

Attributes	Essential	Desirable	Means of Assessment (i.e. application form, interview, test, presentation etc.)
<p>Experience &amp; Knowledge</p> <p><i>(examples of specific experience and knowledge sought)</i></p>	<p>Ability to teach across a range of areas within International Relations including East Asia</p> <p>Developing research track record and clear potential for high-quality research publications</p>	<p>Evidence of commitment to high quality academic teaching at undergraduate and postgraduate levels and commitment to developing innovative and effective approaches to future teaching</p> <p>High impact publications commensurate with level of appointment</p> <p>Evidence of success in attracting research grants/external funding and delivering on externally-funded research projects</p> <p>Credible plans for the active pursuit of external research funding</p>	<p>Application/ Presentation</p> <p>Application/ Interview</p> <p>Application/ Interview</p> <p>Application/ Interview</p>



# Person Specification

Attributes	Essential	Desirable	Means of Assessment (i.e. application form, interview, test, presentation etc.)
<p>Experience &amp; Knowledge</p> <p><i>(examples of specific experience and knowledge sought)</i></p>		<p>Interest in inter-disciplinary research</p> <p>Evidence of participation in relevant academic and professional associations/bodies</p> <p>Impact and engagement: evidence of commitment to the dissemination of research/teaching to constituencies/stake holders beyond the academy</p> <p>Some knowledge of issues and challenges facing universities in such areas as curriculum design, course assessment, quality assurance, enhanced student experience etc</p>	<p>Application/ Presentation/ Interview</p> <p>Application</p> <p>Application/ Interview</p> <p>Interview</p>



# Person Specification

Attributes	Essential	Desirable	Means of Assessment (i.e. application form, interview, test, presentation etc.)
<p>Competencies &amp; Skills</p> <p><i>(e.g. effective communication skills, initiative, flexibility, leadership etc)</i></p>	<p>Effective communicator (orally and in writing)</p> <p>Ability to communicate complex, theoretical and technical material in an engaging and intelligible way to non-specialist audiences</p> <p>Collegiality/ willingness to work in a collaborative environment</p> <p>Administrative and IT skills appropriate for efficient and effective delivery of teaching, supervision and research</p>	<p>Ability to lead a research initiative</p> <p>Evidence of aptitude and effectiveness in departmental/institutional administrative tasks</p>	<p>Interview/ Presentation</p> <p>Interview/ Presentation</p> <p>Interview/ Application/ References</p> <p>Interview/ Application</p>



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## Benefits

St Andrews offers more than just a place to work—it is a place to belong. We value collegiality, inclusion, and wellbeing, and we are committed to creating a workplace where staff can thrive and perform at their best.

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 Lecturer includes:

- Financial contribution to [relocation](#) (subject to eligibility)
- 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, supporting work-life balance
- 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
- 34 Days Annual Leave plus 5 Public Holidays.





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# How to Apply



We are committed to creating an accessible, fair and inclusive recruitment process for all candidates. If you require reasonable adjustments or accommodations during the application or interview process then please let us know and we will be happy to discuss support with you.

We encourage applicants to apply online at [www.vacancies.st-andrews.ac.uk/welcome.aspx](http://www.vacancies.st-andrews.ac.uk/welcome.aspx)

If you have difficulties in completing the online application form, then please call +44 (0)1334 461990 or contact [vacancies@st-andrews.ac.uk](mailto:vacancies@st-andrews.ac.uk) to discuss available support.

In addition to the online form, a complete application should consist of:

- Letter of application (5 pages maximum)
- CV (5 pages maximum)
- Names and contacts of two referees

For all applications, please quote ref: AC2869SB

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



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# Equality, Diversity & Inclusion

At St Andrews, we see diversity as a strength and value the rich variety of backgrounds, identities and experiences of our staff, students and alumni. We are committed to making the University a beacon of inclusivity and creating an environment in where everyone can flourish and realise their potential.

*We will achieve this through an approach that empowers our whole community and involves a determined shift in culture. Inclusivity will inform all of our policies and practices. The Principal, Professor Sally Mapstone*

Diverse is a core theme of the University Strategy, and alongside our People Strategy, outlines a number of actions we are taking to create an inclusive culture. Our objectives include raising awareness of diversity events, initiatives and support, strengthening support for staff networks, creating more opportunities for employees to engage in consultations and discussions, offering a diverse range of rewarding career pathways and ensuring a working environment which supports positive working practices and behaviours.

We commit to providing a high-quality staff experience which enables all our staff to contribute, thrive, and perform at their best. By joining us at the University of St Andrews, you are joining a community which values difference, being your authentic self, and where you can play an active role in ensuring an inclusive environment for all.





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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).

Beyond the lecture halls and labs, St Andrews is home to stunning, unspoilt beaches and fresh sea air. Take a peaceful stroll or an energising walk with friends along the iconic two-mile stretch of the West Sands. If you prefer the water, ride the waves at the East Sands or try sailing, sea kayaking and windsurfing. For breathtaking views, a walk to the end of the stone pier is an experience not to be missed.

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 **Thursday 28 May 2026**

The University encourages all interested candidates to apply, 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, the University can support with visa sponsorship.

You are expected to uphold a duty of care towards colleagues, students, and communities, and to actively contribute to a safe, respectful, and inclusive environment. This includes responding appropriately to disclosures or reports of sexual misconduct, gender-based violence, bullying, harassment, or other concerns, in line with organisational policies, and signposting individuals to the appropriate departments





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