



University of  
St Andrews

**School of Biology**

**Senior Lecturer/Lecturer in the  
Effects of Climate Change on  
Marine Species and/or  
Ecosystems**





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# 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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## Biology

Biology is a large and dynamic academic School composed of 65 academic staff, 75 technical and administrative support staff, 85 postdoctoral research fellows, 150 PGR students, 40 PGT students and over 460 FTE undergraduate students.

Our mission of the School of Biology is to conduct world-leading research to understand how life works and evolves from molecule to biome and to train outstanding scientists who are ready to address the greatest threats faced by our planet. We pride ourselves in conducting research across three interdisciplinary Research Centers (the Biomedical Sciences Research Complex, the Centre for Biological Diversity & the Scottish Oceans Institute) and in delivering research-led teaching that is consistently ranked amongst the best in the UK via the National Student Survey.

The School of Biology was awarded the Athena SWAN Gold award in 2021 for its sustained progression, achievement and beacon activity in advancing equality and representation. The School values equity, diversity and inclusion across its workforce and offers a family friendly and supportive environment in which flexible working is encouraged. The School particularly welcomes applications from suitably qualified candidates from all genders, races, ethnicities and nationalities, LGBT+, all or no religion, all social class backgrounds, and all family structures.





## Job Description

<b>Reporting to:</b>	Head of School
<b>Location:</b>	St Andrews
<b>Job Family:</b>	Academic
<b>Working Hours:</b>	36.25 per week
<b>Grade/Salary Range:</b>	Grade 8/Senior Lecturer £59,967 - £67,469 per annum*
<b>Start Date:</b>	01 September 2026 (or as soon as possible thereafter)
<b>Interview Date:</b>	6 July 2026
<b>Duration of post:</b>	Standard

**\* Appointment at Lecturer level (salary range: £47,389 - £58,226) will also be considered and the job description adjusted accordingly**

### Main Purpose of the Role

To demonstrate academic leadership in exploring the Effects of Climate Change on Marine Species and/or Ecosystems through teaching, research and scholarship by

- Conducting, publishing and otherwise disseminating high quality research that is recognized internationally in terms of originality, significance and rigour
- Teaching classes and delivering lectures to undergraduate and taught postgraduate students as well as supervising final year and Master's dissertations and doctoral theses
- Enhancing the School's research culture by attracting external research funding and graduate students
- Contributing to the administration and management of the School's activities



# Key Responsibilities

1. Deliver lectures, tutorials and seminars to sub honours and honours students
2. Devise and assess coursework and examinations for undergraduate and postgraduate classes and provide feedback to students
3. Supervise and examine dissertations and projects – final year, Masters and doctoral theses in specialist area
4. Contribute to the evaluation of curricula and the development of new curricular initiatives at both undergraduate and postgraduate levels
5. Promote excellence in teaching and learning and encourage the application of innovative teaching and learning methodologies within the School
6. Engage in, publish and otherwise disseminate internationally recognised research and contribute to the advancement of knowledge within the discipline
7. Apply for and win external research funding
8. Pursue research influence and impact, and support public engagement
9. Responsibility and effective administrative competence for specific areas of activity within the School/University (eg School Director of Teaching, Admissions, Advising, Examinations, Associate Dean of Faculty, Disability Co-ordinator)
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
12. Develop links with professional bodies and external agencies where appropriate.  
This may include provision of specialist advice based on personal research to outside agencies via committees, advisory boards and consultancy
13. Participation in research consortia and networks within or across the discipline and/or institutions
14. Maintain a well-funded and vibrant research group through the recruitment of outstanding graduate students and research fellows
15. Contribute to and organise conferences and/or other scholarly networks
16. Undertake editorial work for peer reviewed journals or monograph series

*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 &amp; Qualifications</p> <p><i>(technical, professional, academic qualifications and training required)</i></p>	<p>Hold a PhD in a cognate discipline</p>	<p>Tertiary teaching qualification</p>	<p>Application/ Certificates</p>
<p>Experience &amp; Knowledge</p> <p><i>(examples of specific experience and knowledge sought)</i></p>	<p>Specialised knowledge in the area of the effects of climate change on Marine Species and/or Ecosystems .</p> <p>Interest in offshore as well as coastal ecosystems</p>	<p>A track record in comparative studies with wildlife populations, alongside hypothesis driven experimental work.</p> <p>Conduct research that informs policies aimed at protecting marine species and ecosystems including, UK and Scottish Government strategic priorities in emerging marine policy or other national and international initiatives.</p>	<p>Application/ Publication list/Presentation/ 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>Demonstrated experience of delivering excellent quality, inspirational academic teaching at undergraduate and postgraduate levels and commitment to developing innovative and effective approaches to future teaching</p> <p>Established research track record of excellent research publications</p> <p>Evidence of previous success in attracting research grants/external funding and delivering on externally-funded research projects.</p>	<p>Extensive knowledge of issues and challenges facing universities in such areas as curriculum design, course assessment, quality assurance, enhanced student experience etc</p> <p>Evidence of impactful publications and/or activities commensurate with level of appointment</p> <p>Evidence of leading inter-disciplinary research and teaching teams</p> <p>Evidence of participation in relevant academic and professional associations/bodies</p>	<p>Application/ Publication list/Presentation/ 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>Evidence of academic esteem through appropriate involvement with national/international conferences and presentation of research</p> <p>Evidence of success in postgraduate research supervision</p>	<p>Evidence of disseminating research/teaching to constituencies/stake holders beyond the academy</p> <p>Experience in external examining/review</p>	<p>Application/ Publication list/Presentation/ Interview</p>
<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>Collegiality/ willingness to work in a collaborative environment</p> <p>Evidence of aptitude and effectiveness in departmental/ institutional administrative tasks</p>	<p>Ability to communicate complex, theoretical and technical material in an engaging and intelligible way to non-specialist audiences</p>	<p>Interview/ Presentation</p> <p>Application References/ Interview</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 Senior Lecturer/Lecturer in the effects of Climate Change on Marine Species and/or Ecosystems includes:

- Financial contribution to [relocation](#) (subject to eligibility)
- Membership of the USS Pension Scheme with generous employer contributions 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.

Applications should consist of:

- Letter of application
- CV
- Names and contacts of three referees

For all applications, please quote ref:

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

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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