

## JOB DESCRIPTION

**Job Title:** Associate Professor in Behavioural Ecology

**Grade:** AC4

**Department:** Agriculture, Health and Environment Department

**Responsible to:** Head of AHED and NRI Director

**Responsible for:** None

**Key Contacts:** Head of AHED, Centre Lead for Sustainable Agriculture for One Health, Leader of Behavioural Ecology Research Group, NRI Director of Research and Knowledge Exchange, NRI Director

**Standard Occupational Classification (SoC code):** 2311

**Non-Contractual Nature of Role Profile:** This role profile is non-contractual and provided for guidance. It will be updated and amended from time to time in accordance with the changing needs of the University and the requirements of the job.

### PURPOSE OF ROLE

- Main purpose of the role is to conduct independent high-quality research and enterprise in the area of behavioural ecology. This can include behavioural ecology research in any area of pest management, pollination biology, vector biology related to agriculture, veterinary or medical fields, behavioural interactions between humans and wildlife, tri-trophic interactions, reproductive, foraging, social, host-seeking behaviours or any other animal behaviour research fields ranging across species groups from arthropods to vertebrates.

The person appointed will be expected to:

- Engage in independent research and enterprise in the area of behavioural ecology and in so doing contribute to the research profile of the Natural Resources Institute and to the 2029 REF UoA6 submission of the behavioural ecology research group.
- Contribute to the delivery of high quality, innovative and effective education and training within areas of research expertise.
- Contribute to the effective operation of the research group and any associated facilities.
- Demonstrate emerging research leadership in a subject area and a growing reputation and impact across the faculty, university and more widely.
- Provide leadership of research and enterprise activity at faculty and NRI levels and implement strategies and plans to promote research excellence. As a lead figure in the academic community, the successful candidate will provide strategic leadership at NRI and faculty level in

achieving research, enterprise and teaching outcomes. Income generation is critical as an enabler, as well as the ability to add value to the University's objectives in relation to enterprise and research. The post holder is expected to have and maintain strong stakeholder networks at national and international levels within their research discipline with a proven track record of publication at a high level and obtaining funding.

## **KEY ACCOUNTABILITIES**

### **Team Specific:**

- Engage in independent subject specific research leading to the publication and dissemination of original work at levels of national and international excellence as a leading or contributing author.
- Contribute to the research profile of the Natural Resources Institute and to the 2029 REF UoA6 submission of the behavioural ecology research group.
- Provide leadership and scientific direction of individual work packages within larger research and enterprise projects under the leadership of an overall Principal Investigator.
- Contribute to the development of funding bids which contribute to the acquisition of internal and external resources to fund research and/or enterprise. Act as Principal Investigator for medium scale research and enterprise initiatives and lead (or for large bids, make a significant contribution to) the development of funding bids which contribute to the acquisition of internal and external resources to fund research and/or enterprise.
- Promote your work and represent your discipline and the work of the university internally and externally. Disseminate research and enterprise findings at targeted national and international conferences including invited presentations.
- Engage with the national or regional public/cultural sectors/business, industry/professional bodies in relation to research or enterprise.
- Supervise postgraduate student research projects that contribute to the individual's programme of work
- Contribute to the delivery of high quality, innovative and effective education and training in areas of expertise.
- Proactive contribution to research group/department/school plans, activities and efficient working practices.
- Contribute to the continuous improvement of the student experience.
- Effective cross working with professional services to support students.
- Contribute to the general academic administrative work of the Natural Resources Institute and Faculty of Engineering and Science.
- Assist the Behavioural Ecology Research Group in achieving NRI's key performance indicators.
- Participate and contribute significantly to the development of research training programmes or novel taught programmes at the leading edge of the discipline.

- Lead the acquisition and management of substantial research resources.
- Lead the supervision of research students at doctoral level.
- Lead research at Department or Faculty level including the development and implementation of strategy policy and plans.
- Develop, mentor and lead research group actions including research students, research assistants/fellows and early career academics.

**Generic:**

- Contribute to department/school plans, activities and efficient working practices.
- Participate, as appropriate, in visit to schools, local community groups, public engagements and related activity.
- Demonstrate a commitment to equality, diversity and inclusion through engagement with university initiatives.
- Promote your work and represent your discipline and the work of the University internally and externally, and take a proactive approach to ethical, good practice.
- Demonstrate esteem as a leading figure by the international academic or community in their specific subject.
- Have overall accountability for the acquisition and management of external research resources.
- Maintain high professional standing in their discipline and to develop further their own scholarly profile, including a program of high-quality research, disseminated primarily in high quality refereed academic journals or similar avenues appropriate for the subject.
- Efficiently implement approved policies, guidelines and standard operating procedures in relation to own academic duties.
- To keep abreast of development within the disciplines and profession and seek continuous improvement of own professional practice.
- Undertake other such duties as may from time to time be directed by the Head of Department and PVC.

**Managing Self:**

- Keep abreast of developments within the field and seek continuous improvement of own professional practice.
- Actively participate in established professional development framework activities.
- Behave in a manner which reflects the University values and creates a positive environment for work and study.
- Maintain a high standard of student engagement and satisfaction.
- Seek to maximise the learning outcomes of students (as appropriate).

**Core Requirements:**

- Adhere to and promote the University's policies on Equality, Diversity and Inclusion and Information Security.
- Ensure compliance with Health & Safety and Data Protection Legislation.

- Support and promote the university's Sustainability policies, including the Carbon Management Plan, and carry out duties in a resource efficient way, recognising the shared responsibility of minimising the university's negative environmental impacts wherever possible.
- Adhere to current legal requirements and best practice relating to digital content and accessibility, including Web Content Accessibility Guidelines when creating digital content.

**Additional Requirements:**

Undertake any other duties as requested by the line manager or appropriate senior manager, commensurate with the grade.

This is a professional, demanding role within a complex organisation with an ambitious strategic plan and agenda for change. The role holder will be expected to show flexibility in working arrangements, including working hours.

**KEY PERFORMANCE INDICATORS:**

Performance Indicators will be established in consultation with the Head of Department as part of the post-holder's annual Appraisal and Professional Development Review.

**KEY RELATIONSHIPS (Internal & External):**

Maintain excellent relationships with NRI, colleagues, administrative and management staff, external research colleagues, stakeholders, donors and project networks.

## **PERSON SPECIFICATION**

### **EXPERIENCE:**

#### **Essential Criteria**

- Independent subject specific research and publication of original work in peer reviewed journal publications.
- Experience in providing scientific direction to research work typically under the overall supervision of a principal investigator.
- Specialist knowledge in the discipline to support the research area and to deliver some specialist teaching or training programmes.
- Experience of supporting winning of external funding.
- Dissemination of research and/or enterprise findings at conferences or symposia.
- Successful leadership of research and/or enterprise projects.
- Supervision of postgraduate research students.
- Experience of winning and management of external funding
- Good knowledge of key policy issues at institutional, national and sector-wide levels.
- Proven track record of publishing a sustained body of outputs with international impact at the highest levels of international excellence including world leading work as corresponding or senior author.
- Proven track record of winning external funding bids.
- Proven track record of leading research teams and successful supervision of PhD students.

#### **Desirable Criteria**

- Supervision of postgraduate research students.
- Engagement with national or regional public/cultural sectors/business/industry/professional bodies in respect of research.
- Management of large multi-institutional research grants.

### **SKILLS:**

#### **Essential Criteria**

- Specialist research skills in the field of behavioural ecology in any areas of pest management, pollination biology, vector biology related to agriculture, veterinary or medical fields, behavioural interactions between humans and wildlife, tri-trophic interactions, reproductive, foraging, social, host-seeking behaviour or any other animal behaviour research fields ranging across species groups from arthropods to vertebrates.
- Ability to work independently and (where appropriate) as part of a team.
- Effective communication skills (including external audiences).
- Outstanding organisational, IT communication and interpersonal skills

#### **Desirable Criteria**

- Successful MPhil or PhD student completions.
- Contribution to research administration at group or department/school level.
- Some recognition of esteem by the academic community within the specific discipline.

## **QUALIFICATIONS:**

### **Essential Criteria**

- PhD in any field of animal behavioural research or related fields
- Behavioural ecology research interests in context of agriculture, veterinary, medical and/or environmental sciences

### **Desirable Criteria**

- Postgraduate teaching qualification or Fellow, Senior Fellow of Higher Education Academy

## **PERSONAL ATTRIBUTES:**

### **Essential Criteria**

- We are looking for people who can help us deliver the [values](#) of the University of Greenwich: Inclusive, Collaborative and Impactful.

### **Desirable Criteria**

- N/A