Further Particulars

Imperial College London is one of the world’s leading science-focused universities, committed to education and translational research for the benefit of society.

Multi-cultural, global in outlook and reach, Imperial consistently achieves high ranking nationally and internationally.

The College has three faculties: Engineering, Medicine and Natural Sciences, a Business School, and a significant number of interdisciplinary research centres that address today’s great challenges, such as climate and environmental change, energy supply, security and global health. The College also establishes partnerships with other global institutions where synergies and opportunities exist.

The President, Professor Alice Gast, is the academic head and chief executive officer, overseeing all functions and with a particular focus on the College’s strategic affairs and development.

The Provost, Professor Ian Walmsley FRS, joined us on 1 September 2018 and is responsible for delivering and enhancing Imperial’s academic mission in education, research and translation.

The Mission

Our mission is to achieve enduring excellence in research and education in science, engineering, medicine and business for the benefit of society and to develop the next generation of researchers, scientists, engineers and academics. More can be read about the College’s 2015-2020 strategy here: Imperial College 2015-2020 Strategy
Formation and History

Established in 1907 in London’s scientific and cultural heartland in South Kensington, the College was initially formed through a merger of the Royal College of Science, the City and Guilds College (CGC) and the Royal School of Mines (RSM). The combined CGC and RSM now form the Faculty of Engineering.

The Faculty of Medicine and Imperial College School of Medicine resulted from the merging of St Mary’s Hospital Medical School, the National Heart and Lung Institute, Charing Cross and Westminster Medical School, and the Royal Postgraduate Medical School. More recently, Imperial College Healthcare, the UK’s first Academic Health Science Centre (AHSC), was established. The College is also a founding partner of the Francis Crick Institute, an inter-disciplinary medical research institute, opened in 2016.

The Business School is another key player, offering a full range of courses and degrees, and conducting research that benefits from being in the world’s leading financial and business capital. It consistently ranks in the top five Business Schools in the UK and Europe, and top ten worldwide.

Location

The College has one of the largest university estates in the UK, with seven London campuses and one outside London:

- **South Kensington** - the main campus, set in a cultural centre known for arts, science and music;
- **White City** – a new campus and an innovation and translation hub for collaborative, multi-disciplinary research, postgraduate study, housing state-of-the-art facilities, as well as student accommodation;
- Five hospital campuses at **Charing Cross, St Mary’s, Chelsea and Westminster**, the **Royal Brompton** and the **Hammersmith**, which is adjacent to White City; and

Facts and Figures

The College:
- is home to 17,000 students and 8,000 staff (half of whom are research and academic staff);
- ranks consistently in the top 5 universities in Europe and top 10 worldwide;
- awards around 6,700 degrees annually;
- attracts undergraduates from over 125 countries and staff with 117 different nationalities;
- Places excellence in education at the core of its ethos, as reflected in annual UK and international rankings. Find out how Imperial performed most recently;
- Has the greatest concentration of high-impact research of any major UK university. More about how the College performed in the Research Excellence Framework;
- has one of the highest incomes in the UK Higher Education sector;
- holds an Institutional Silver Athena Swan award, recognising women's academic careers in science, technology and engineering;
- claims many distinguished members, including 14 Nobel laureates, two Fields Medallists, and members of the Royal Society and National Academies.

Research, Translation and Impact

The quality of the College's research has been judged consistently to be of the highest international standard and the proportion of income from research grants and contracts is one of the highest of any UK university.

The concentration and strength of research in science, engineering, medicine and business gives the College a unique and internationally distinctive research presence. Interdisciplinary institutes at the College provide a focal point to harness research that seeks solutions to grand challenges, such as improving global health, tackling climate change, finding sustainable sources of energy and addressing security challenges.

The Research Excellence Framework (REF) 2014 marked the College’s best ever performance in a national research assessment. In addition to having the greatest concentration of high-impact research in the UK, eight out of fourteen areas assessed are top or joint-top for “outstanding” or “very considerable” impact; 91% of the research is “world-leading”; nine of fourteen research areas were in the top three, and two took the top spot, namely: Public Health, Health Services and Primary Care, and Civil and Construction Engineering. Finally, 92% of eligible staff took part in the assessment, one of the highest proportions of any UK university.

International collaborations provide further opportunities, and include the College’s Diabetes Centre in Abu Dhabi, and Biobank Qatar, a unique initiative to establish the largest population-based study in the region addressing chronic diseases.

The College’s entrepreneurial drive to produce world-class research with optimum impact has resulted in many recent initiatives such as the DNA Synthesis and Construction Foundry which uses synthetic biology technology to address global problems, the Centre for Blast Injury Studies, the Dyson School for Design Engineering and the Data Science Institute. The Brevan Howard Centre for Finance opened
in 2014 to spearhead cutting-edge research in financial market behaviour and serves as a bridge between the Business School and the business world.

Effective commercialisation of intellectual property is central to the College’s aim to maximise the impact of its research. Imperial Innovations commercialises technologies and discoveries emanating from the College. The College continually seeks out and develops links with industry and engages in corporate partnerships to maximise opportunities, synergies, and research translation.

The College is a proud signatory to the San-Francisco Declaration on Research Assessment (DORA), which means that in hiring and promotion decisions, we are determined to evaluate applicants on the quality of their work, not the journal impact factor where it is published. For more information, see https://www.imperial.ac.uk/research-and-innovation/about-imperial-research/research-evaluation/

Learning and Teaching

Students are immersed in a stimulating learning environment that encourages them to look beyond their chosen discipline. Education opportunities offering insights into global issues and fostering group working are open to all undergraduates, broadening their team working skills and business understanding and equipping them for their future careers. Over a third of students are postgraduates.

The Graduate School is the focus of postgraduate education and research; it maintains, enhances and monitors quality, best practice, and initiates new programmes particularly those with an interdisciplinary slant. The postgraduate provision uses work-based training and first-hand experience of new and emerging research to prepare students for the job market. Many courses are multidisciplinary.

The College’s most recent Education and Student Strategy is a comprehensive plan to achieve international recognition in four areas: as a global community of the most talented students; for commitment to innovation in learning and teaching and in the wider student experience; for providing a distinctive education; and for outstanding academic and professional service infrastructure.

The Centre for Educational Development raises the profile of, and underpins, learning, teaching and educational development throughout the College. Newly-appointed non-clinical lecturers are expected to develop and expand their teaching skills and there are many learning and teaching activities for more experienced staff.

The College continually seeks to engage with, and establish collaborations with, other organisations to take advantage of research opportunities and synergies, as well as expanding its influence in education. In 2013 the College formed a joint initiative with Nanyang Technological University in Singapore to open the Lee Kong Chian School of Medicine. Each year, 750 students will enroll in Medicine and 2018 will see the first intake graduate.
Supporting our Staff

The College is very proud of its staff, of their many talents, contributions to world class research and to teaching some of the brightest students in the world. We offer extensive support for them to pursue their research including Faculty-based research services teams, central strategy, research proposal and intellectual property guidance, scholarly communication and open access and research data management. Teaching and postgraduate supervision is also strongly supported and continuously strengthened, through training programmes and workshops.

The President's annual awards for Excellence in Research, Excellence in Teaching, Pastoral Care, Research Student Supervision and Supporting the Student Experience recognise those who have made outstanding contributions. Some of the ways we offer a supportive environment include:

**Pride in the work of our staff and the College:**
- An inclusive, supportive, multi-cultural community where every individual feels that they belong
- A community where all interactions are respectful and where every role is recognised as being important to the College's mission

**The development of staff and their high performance potential:**
- An academic promotion framework to recognise academic success and growth in roles, specialist expertise and responsibilities
- Talent programmes to support progression and strengthen existing high performance, such as the Academic Leadership Programme and the Female Academics’ Development Centre which offers targeted support, career guidance and mentoring
- A skills development programme to enhance potential and meet the College’s strategic objectives
- Faculty-specific learning and teaching development programmes
- An annual personal review and development discussion for all staff, followed by regular feedback
- A minimum of five days per annum development time tailored to an individual's role and career path

**Sector leading pay and benefits:**
- A competitive pay and benefits package, commensurate with our position as a leading international University, as well as a generous annual leave package.

**Support for well-being:**
- Many initiatives to support staff in their personal life (flexible working, support networks, childcare and eldercare) as well as active lifestyle and health initiatives, such as free health checks for over 50s and interest free loan for the purchase of a bicycle to encourage cycling to work for fitness.
Committed to equality and valuing diversity, we are an Athena SWAN Silver Award winner, a Stonewall Diversity Champion, a Disability Confident Employer and work in partnership with GIRES to promote respect for trans people.
1. The Post

IMPERIAL COLLEGE LONDON

JOB DESCRIPTION

Title of Post: Lecturers/Senior Lecturers (open call)
Department: Bioengineering
Main site of activity: South Kensington Campus in the first instance, thereafter possibly at the White City Campus.
Responsible to: The Head of the Department of Bioengineering
Accountable to Line Manager and Academic advisor
Job Level / Salary range: Level C (Minimum £50,681) / Level D (Minimum £62,858)

2. Background to the Post

Due to rapid growth and the strategic importance of the discipline of bioengineering at Imperial College, the major new translational White City Campus and the flagship Michael Uren Biomedical Engineering Research Hub, the Department of Bioengineering wishes to appoint up to five persons at Lecturer or Senior Lecturer level. This is an open call: we invite applications from outstanding candidates across all areas of bioengineering.

The appointees will be expected to interact effectively with other colleagues in the Department of Bioengineering. See: http://www.imperial.ac.uk/bioengineering/people/academic-staff-and-research-fellows/. They will also be expected to interact with groups outside the Department of Bioengineering across Imperial College.

3. Information about the Department

The Department of Bioengineering is growing rapidly. It was given its current title in 2001 but has emerged progressively from various distinguished forebears at Imperial dating back over several decades.

The Department currently has 46 academic staff, having grown from less than half that number over the past 5 years, and is expected to grow to around 60 staff in the near future. Research in the Department has a strong international profile; the Department achieved excellent results in the 2014 Research Excellence Framework, rated as the top UK department of bioengineering for research.

Imperial has invested heavily in bioengineering. For example, in 2008 it completed an extensive refurbishment of around 3000m² of existing space to house the Department of Bioengineering and since then the Department has moved into additional newly refurbished space to accommodate the increasing number of staff and students. Our current footprint is 9,400 m². Bioengineering is leading the development of a new £122 million 20,000m² facility (the Michael Uren Biomedical Engineering Research Hub) at the new White City Campus that will support major new translational initiatives at the engineering and medicine interface and will open in 2020. Half the Department’s research activity will take place on the White City Campus.
Research in the Department of Bioengineering has three strands. (i) We conduct investigations at the interface of engineering and life sciences in fields ranging from synthetic biology to biomimetics. (ii) We investigate mechanisms underlying trauma and disease. (iii) We develop techniques and devices for diagnosing or assisting with such conditions, from algorithms and software, through hardware, to tissue engineering and regenerative medicine. This ethos of the Department in which academics work at the boundaries between different disciplines requires a collaborative approach.

The Department has six Research Themes and also leads the Institute of Biomedical Engineering (IBME) that manages cross-College Networks, Centres and the Michael Uren Biomedical Engineering Research Hub at White City Campus. Our themes are:

- Biomechanics and mechanobiology
- Biomedical sensing, diagnostics and imaging
- Computational and theoretical modelling
- Medical devices
- Molecular and cellular bioengineering
- Neurotechnology and robotics
- Regenerative medicine and biomaterials

The IBME Centres and Networks we lead are:

- Synthetic Biology
- Cancer Technology
- Cardiovascular Technology
- Blast Injury Studies and Trauma Bioengineering
- Regenerative Medicine
- Neurotechnology
- Neuromuscular Rehabilitation Technology
- Musculoskeletal Medical Engineering

The Department runs a longstanding undergraduate masters of engineering (MEng) course in Biomedical Engineering, which has an annual intake of 110 high-ranking students. It was the first broad biomedical engineering course in the UK. As part of its commitment to educating for the future, the Department developed a new MEng in Molecular Bioengineering. The first intake to this course was in 2017. We also run an intercalated BSc in Biomedical Engineering for medical students who have completed their preclinical studies.

The Department also offers an MSc course in Biomedical Engineering with 4 separate streams:

- Biomedical Engineering with Biomechanics and Mechanobiology;
- Biomedical Engineering with Biomaterials and Tissue Engineering;
- Biomedical Engineering with Medical Physics and Imaging; and
- Biomedical Engineering with Neurotechnology;

as well as an MSc in Human and Biological Robotics.

The MSc courses currently have an annual intake of about 140 students.

The Department runs Master’s by Research (MRes) courses with three streams:

- MRes (Bioengineering)
- MRes (Medical Device Design and Entrepreneurship)
- MRes (Neurotechnology)

The PhD population in the Department of Bioengineering is currently approximately 160.
In making new appointments, we wish to attract the talented people in bioengineering, who can make an immediate impact upon the Department, the College, and on the development of bioengineering internationally.

Please see the Department of Bioengineering website for further information: http://www3.imperial.ac.uk/bioengineering.

4. THE POST – KEY RESULT AREAS, MAIN DUTIES AND RESPONSIBILITIES

The appointees will:

- Plan and direct relevant research and translation programmes of outstanding international quality;
- Publish in high quality scientific journals;
- Successfully attract funds for research and translation initiatives;
- Supervise research staff and students;
- Advance the reputation of the Department; and
- Take on departmental administration as and when requested by the Head of Department.

The post holders will also teach and examine courses to all levels including undergraduate, Master’s and higher research degree students through lectures, seminars, course work, tutorials and personal supervision. In addition, because the department’s teaching places great emphasis on project-based design and laboratory work, the post holders will be involved in the supervision of laboratory and/or design groups. The appointees will be required to

- Plan and review their own approach to teaching
- Contribute to the development of teaching, teaching methods and assessments in the department to enhance the quality of teaching
- Develop approaches to teaching which are innovative and reflect best practice developing elsewhere
- Develop course proposals and contribute to curriculum development
- Supervise research projects at undergraduate and Master’s levels

5. APPRAISAL AND PERFORMANCE REVIEW SYSTEMS

The purpose of the appraisal and performance review systems is to review performance and development needs. Staff are required to participate in these schemes when requested to do so by the Head of Department and Personal Review and Development Plans are conducted on an annual basis in conjunction with the line manager.

6. OFFICE/ADMINISTRATIVE FACILITIES AND LABORATORY ARRANGEMENTS

The post holder will have office facilities, including computer with internet access, and access to administrative support at the appropriate campus. Laboratory facilities will be provided as
appropriate. As the Department of Bioengineering is growing, the campus may be at South Kensington, or at White City.

The successful candidate will be expected to observe and comply with all College policies and regulations, including the key policies and procedures on Confidentiality, Conflict of Interest, Data Protection, Equal Opportunities, Financial Regulations, Health and Safety, Imperial Expectations, Information Technology, Private Engagements and Register of Interests, and Smoking.

He/she will need to accept/undertake specific safety responsibilities relevant to the role, as set out on the College Website Health and Safety Structure and Responsibilities page (http://www3.imperial.ac.uk/safety/policies/organisationandarrangements).

Job descriptions cannot be exhaustive and the post-holder may be required to undertake other duties, which are broadly in line with the above key responsibilities.

Imperial College is committed to equality of opportunity and to eliminating discrimination. All employees are expected to adhere to the principles set out in its Equal Opportunities in Employment Policy, Promoting Race Equality Policy and all other relevant guidance/practice frameworks.

The College believes that the use of animals in research is vital to improve human and animal health and welfare. Animals may only be used in research programmes where their use is shown to be necessary for developing new treatments and making medical advances. Imperial is committed to ensuring that, in cases where this research is deemed essential, all animals in the College’s care are treated with full respect, and that all staff involved with this work show due consideration at every level.

http://www.imperial.ac.uk/research-and-innovation/about-imperial-research/research-integrity/animal-research/

7. PERSON SPECIFICATION

Imperial Expectations guides the behaviour of all our staff.

These are the 7 principles that all staff are expected to follow:

1) Champion a positive approach to change and opportunity
2) Communicate regularly and effectively within, and across, teams
3) Consider the thoughts and expectations of others
4) Deliver positive outcomes
5) Encourage inclusive participation and eliminate discrimination
6) Support and develop staff to optimise talent
7) Work in a planned and managed way
Summary of the levels:

Lecturer

The appointee will be able to demonstrate their ability to produce independent research and will have developed the skills to take a more active role in teaching and supervision.

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<th>Criteria for Selection</th>
<th>Essential</th>
<th>Desirable</th>
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<tbody>
<tr>
<td>Qualifications and skills</td>
<td>• PhD or equivalent</td>
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| Research Experience to include: | • A developing national reputation in the field  
• Evidence of contribution to the development and performance of colleagues through coaching and mentoring  
• Experience of preparing grant applications for submission  
• A good publication record /the ability to publish high quality research in peer reviewed journals. | |
| Teaching and training experience | • Experience of training Undergraduate and Postgraduate students | |
| Management and administrative experience to include: | • Be able to communicate well, conveying ideas and concepts clearly and effectively  
• A high level of analytical capability  
• Developing skills in leading, motivating, developing and managing the performance of colleagues | |
| Personal attributes | • Good leadership skills  
• Ability to work under pressure  
• Good organisational and management skills  
• Supportive and tolerant  
• Ability to work within a multidisciplinary team | |
Senior Lecturer

The appointee will have extensive professional experience and will be able to demonstrate a reputation in their field based on their achievements in either teaching or research. The appointee will be expected to demonstrate their independence through their body of original research work or record of teaching impact.

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<td>Research Experience to include:</td>
<td>• A national reputation in his/her field</td>
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<td>• A track record of attracting research funding</td>
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<td>• Evidence of contribution to the development and performance of colleagues through coaching and mentoring</td>
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<td>• Experience and capability to act as a role model in areas of research, teaching and management as appropriate</td>
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<td>• Experience in leading the design of research programme</td>
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<td></td>
<td>• An excellent publication record</td>
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<td>Teaching and training experience</td>
<td>• Experience of training undergraduate and postgraduate students</td>
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<td>• Experience of supervision of higher degrees (PhD)</td>
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<td>Management &amp; administrative experience to include:</td>
<td>• Be able to communicate well, conveying ideas and concepts clearly and effectively</td>
<td>• Evidence of management and administration experience</td>
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<td>• A high level of analytical capability</td>
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<td>• Be able to make a contribution to the management of a department</td>
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<td>• Proven skills in leading, motivating, developing and managing the performance of colleagues</td>
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<td>Personal attributes</td>
<td>• Good leadership skills</td>
<td>• Completed special skills modules appropriate to the post</td>
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Applicants should note that it may be necessary to disclose personal data and sensitive personal data between relevant organisations during the recruitment and selection process; for example, between the College and a particular NHS Trust in order to determine seniority and starting salary.
8. **SALARY AND CONDITIONS OF SERVICE**

A full set of terms and conditions will be given to the successful candidate, together with the College’s most important policies which affect staff. The principal terms and conditions are as follow:

The salary range for a Lecturer is £50,681 - £65,620 per annum and the minimum salary for a Senior Lecturer is £62,858 per annum (effective from 1 August 2018 until further notice, for London and Silwood Park).

The post will be in the Lecturer or Senior Lecturer level of the Academic Job Family. First increments for those staff will be paid according to their start date, i.e., on 1 October following appointment if appointed between 1 October and 31 March inclusive, and on the first of the month following six months’ service if appointed between 1 April and 30 September inclusive.

Incremental progression and any performance payments will be in accordance with procedures governing the Lecturer level in the Academic Job Family. Annual cost of living increases will be ascertained by Imperial College through its local collective bargaining machinery.

Salaries are payable on the 24th day of each month (the exception being December) by transfer to a bank or building society account. Deductions in respect of income tax and National Insurance contributions will be made from salaries at the statutory rates.

Academic staff normally take annual leave during College vacations and by arrangement with the Head of Department in the light of academic and departmental requirements. Annual leave entitlement is 39 days for full time staff (pro rata entitlement for part time staff). This is inclusive of 8 days for Public holidays and a total of six days each year when the College is closed over Easter and Christmas.

In some years, because of the day of the week on which Christmas day falls, a decision may be made to increase the College closure to seven days. In these circumstances the annual leave entitlement will be increased to 40 days for full-time staff (again pro-rata for part-time staff).

At the beginning of the leave year staff will be required to allocate the appropriate number of days of their mandatory leave entitlement to cover the College Closure days and Public holidays that fall within that leave year. For part-time staff the allocation should cover their normal working days that fall upon a College closure day, bank or public holiday during that leave year.

The College Closure days and Public Holidays are listed on the HR website.

The occupational pension scheme is the Universities Superannuation Scheme (USS). Staff members who are already members of the Federated Superannuation System for Universities (FSSU) or the National Health Service Superannuation Scheme (NHSPS) may, if they are still eligible, retain their membership in these schemes.

Unless stated otherwise in the offer of employment, or agreed by the head of department, the appointment may be terminated by either side by giving a minimum of three months’ notice in writing. For academic members of staff who wish to give notice of their intention to resign from the College the last day of service should fall on one of the following dates: 31 December; 31 March; 30 June or 30 September or at the end of a term by agreement with the Head of Department.

Lecturers and Senior Lecturers have a probation period of three years.
9. APPLICATIONS

Our preferred method of application is online, on our website at the following link: https://www.imperial.ac.uk/jobs/ (select “Job Search”). Please apply online, uploading any relevant supporting documents such as a full CV, which should include:

- degrees (including universities and dates);
- past and present posts, list of publications;
- brief description of current and future research plans;
- information on research grants and contracts which have been obtained, student supervision, etc;
- information regarding public engagement undertaken with research activities. Examples include: participating in festivals, working with cultural venues; creating opportunities for the public to inform research; researchers and the public working together to inform policy; citizen researchers and web based experiments, public debates, etc.

For technical issues, please email recruitment@imperial.ac.uk

Closing date: 13 January 2019

All candidates will be contacted after the shortlisting is completed.