About Imperial College London

Overview

Imperial College London is one of the world’s greatest universities, renowned for its ground-breaking research, talented community of staff, students and alumni and its international reach.

With a mission to achieve enduring excellence in research and education in science, engineering, medicine and business for the benefit of society, the College was founded in 1907 in South Kensington, bringing together nineteenth century institutions including the Royal College of Science, Royal School of Mines and City and Guilds College. Today Imperial collaborates extensively with neighbouring institutions, including the Royal College of Art and the Royal College of Music.

From its location in this great cultural quarter, Imperial provides one of the world’s best educations in STEM subjects for more than 18,400 students, over half of whom come from overseas, reflecting its status as the UK’s most international university.

Imperial has three academic faculties – Engineering, Medicine, and Natural Sciences – and the Imperial College Business School, as well as a significant number of interdisciplinary research centres focusing on challenging world problems.

The College’s mission is supported by over 8,000 diverse staff, who collaborate in the UK and internationally, often across disciplines. In 2017-2018 the College had a total turnover of over £1 billion, of which £364.2 million directly supported research through grants and contracts.

The College’s 2015-2020 Strategy is built on the foundations that make Imperial a strong academic institution and the talented and inspirational people who make up its community. The College’s success is recognised all over the world, as is evidenced by daily coverage of
Imperial discoveries and innovations in the international media and claims many distinguished members, including 14 Nobel laureates, three Fields Medallists, and members of the Royal Society and National Academies. Imperial places excellence in education at the core of its ethos and the College is consistently rated as one of the world’s best universities in global university rankings, including by the QS World University Rankings 2019, which ranked Imperial as 4th in Europe and 8th in the world. Learn more about how Imperial performed most recently in UK and global rankings.

The College also has the greatest concentration of high-impact research of any major UK university. Read more about how the College performed in the latest Research Excellence Framework.

**Leadership and governance**

Imperial has a leadership model comprising the President, Professor Alice Gast, and the Provost, Professor Ian Walmsley FRS.

As the President, Professor Alice Gast is the College’s Chief Executive Officer, accountable to Council for the overall management of the College. She leads the delivery of Imperial’s Strategy 2015-20. Under her leadership, Imperial has strengthened its ties with policymakers, industry, philanthropists and alumni. In addition, under her watch our new White City Campus is coming to life.

She works in close partnership with the Provost and Vice-Presidents to focus on strengthening and building external relationships with philanthropists, corporations, international partners and government leaders.

The Provost, Professor Ian Walmsley FRS, is the Chief Academic Officer, upholding Imperial’s very high academic standards and its core academic mission. He has direct responsibility for Imperial’s major academic units, via the Faculty Deans, and the College’s teaching and research mission, via the Vice-Provosts for Education and Research and Enterprise. The Provost oversees human and intellectual resources and is responsible for promoting an inclusive and excellent staff and student community.

The President and Provost chair the President’s Board and Provost’s Board, comprising the leadership of the University and setting and delivering the strategic and day-to-day business of the College.

Imperial’s Council, chaired by Sir Philip Dilley, includes external lay members, the Deans and Provost, President and Chief Financial Officer and is responsible for the overall governance of the College.

Imperial’s Court brings together a diverse group of alumni and members of local organisations, who meet regularly and are committed to helping the College achieve its strategic aims. Members of Court regularly attend expert briefings at the College, which provide an insight into our research and education.
An Imperial education

Imperial is a top global university because of its cutting edge and influential research. Students come here to learn from, and work with, the best researchers. Imperial aims to create a learning and teaching environment that is also globally leading. Students want to make their mark in the world, and they expect to learn the necessary skills at Imperial.

The College’s [Learning and Teaching Strategy](#) is connected directly to the College’s overall strategy and seeks to embed learning in a vibrant, research-led and entrepreneurial environment, as well as enriching the student experience.

Matching innovative pedagogy with online and digital technology, the College’s aim for its graduates is that they will:

- demonstrate deep conceptual understanding of their discipline and work effectively in multi-cultural, international teams and across disciplinary boundaries;
- approach challenges with curiosity, critical thinking and creativity and apply their skills to tackling complex real-world problems;
- understand and value different cultures and perspectives while developing into independent learners and displaying a strong sense of personal and professional integrity.
Investment in Imperial’s impact

Imperial conducts research in new and emerging disciplines as well as consolidating and developing advances across its core disciplines and has a rich and lively partnership with the worlds of technology, business and finance.

There are numerous examples of the College’s entrepreneurial drive to produce world-class, high-impact research and education. Recent initiatives include the establishment of the Dyson School for Design Engineering, the Royal British Legion Centre for Blast Injury Studies, the Brevan Howard Centre for Financial Analysis (made possible by a generous donation from an Imperial alumnus) and the biggest new academic building in a generation, the Molecular Sciences Research Hub (MSRH). The £167 million MSRH on the College’s White City Campus is the UK’s most significant scientific development since the Francis Crick Institute and the largest investment in a university building in 21st century London.

The commercialisation of intellectual property is central to the College’s aim to maximise the potential impact of its research. There is a dynamic and growing Enterprise culture among students and staff with numerous programmes of support, incubators and networking opportunities. The Research Office, and faculty-based research services teams provide essential support for the active research community.
Imperial locations

While Imperial’s main campus is in South Kensington, the College is based at seven other locations in London, including in White City and at the hospitals at Charing Cross, Chelsea and Westminster, Hammersmith, Northwick Park, the Royal Brompton, and St Mary’s. The College also has the Silwood Park Campus near Ascot, which focuses on ecology, evolution and conservation. Learn more about each campus on the Imperial website.

The major new White City Campus in the Borough of Hammersmith and Fulham is a long-term development to create a collaborative environment focusing on multi-disciplinary research, postgraduate study, collaboration with partners from industry, healthcare and higher education, entrepreneurship and community engagement.

A state-of-the-art translation and innovation centre at White City, the I-HUB, has a vibrant incubator and is attracting exciting new enterprises. In 2018, a brand new cutting-edge facility for chemists and multidisciplinary researchers, the Molecular Sciences Research Hub, opened. From 2020, the Sir Michael Uren Biomedical Engineering Research Hub will co-locate engineers, scientists and doctors to help solve complex medical challenges. It has been made possible through a generous donation of £40 million from Sir Michael Uren, an Imperial alumnus. Imperial has also launched an ambitious £100 million campaign to support the development of a new, innovative and interconnected School of Public Health at the White City Campus which will pioneer new approaches to society’s most pressing healthcare challenges.

Influence and Outreach

In addition to its transformative scientific discoveries, Imperial aims to make a positive impact on communities, both locally and throughout the world.

The College established a new medical school, The Lee Kong Chian School of Medicine, in partnership with Nanyang Technological University in Singapore. Its first students graduated in 2018. Imperial also has many highly successful academic collaborations with institutions around the world, including biomedical imaging with Tsinghua University, quantum computing with MIT, and malaria with universities and organisations across the United States, Europe and Africa.

From its work with schools and businesses, and its annual science festival, the College provides a broad range of benefits to society. At White City, The Invention Rooms, is a highly innovative programme to bring maker spaces and hackspaces together, for university-industry collaborations, and for the local community so that local school children can join in making discoveries and inventions.
Imperial’s widening participation policies and practices encourage entry to higher education, particularly in STEM subjects. A range of measures encourage pupils from disadvantaged backgrounds to aspire to higher education, including the provision of special courses, practical help in the application process and support to school teachers in science education.

**Staff Recognition**

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.

Imperial is committed to building a supportive, inclusive and highly motivated staff community across all disciplines, functions and activities. As part of this commitment, we have created a number of staff recognition awards to recognise and celebrate the achievements and hard work of our staff. These awards are for all staff, at all levels, across research, teaching and professional services roles, who have shown outstanding commitment and demonstrated a valuable contribution to the College’s mission such as:

- President’s Awards for Excellence in Culture and Community
- President’s Awards for Excellence in Education, Research, and Societal Engagement
- Julia Higgins Medal and Awards
- Provost’s Awards for Excellence in Health and Safety
- Provost’s Awards for Excellence in Animal Research
- Imperial Garden Party, an annual event which celebrates all staff and students who have been nominated by their managers, peers and colleagues for their vital contributions to the College over the last year. It also recognises staff who have supported important projects, provided excellent service and taken on new challenges.

**Supporting our Staff**

*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.

Supporting well-being:
- The College supports many initiatives to support staff in their personal life (flexible working, support networks, childcare and carers)
- Benefits to support an 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.

Childcare on campus

Our staff have access to the Early Years Education Centre which is the College’s ‘Outstanding’ Ofsted rated nursery, located at the South Kensington Campus. The EYEC caters for children of six months to five years and has capacity for 154 children and it is expanding. Imperial offers support with EYEC fees in the form of a salary sacrifice scheme enabling parents to pay fees before tax and national insurance contributions are taken. A reduced fee rate is available for students.

Set across two Victorian townhouses on the College’s South Kensington Campus, the EYEC accommodates children from six months to five years and has its own garden and sensory room. All staff working directly with children have specialist training, and children benefit from continuity of care.
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.
Job Description

Two Academic Positions at Lecturer (Assistant Professor), Senior Lecturer, Reader (Associate Professor) or Chair (full Professor) Level

DEPARTMENT OF COMPUTING

1. THE POST

Title of Post: Lecturer | Senior Lecturer | Reader | Chair
Department: Computing
Main site of activity: South Kensington Campus
Responsible to: Head of Computing Department
Salary range: Lecturer | Senior Lecturer: £56,321-£66,700
Reader: £69,080 minimum
Professor: £79,080 minimum
Job Family / Level: Academic & Research
Contract: Full-time, open-ended

Imperial College London, one of the world’s most important centres for research and teaching in the natural and physical sciences, medicine, engineering, and business, seeks two new academic staff to join the Department of Computing, in the Faculty of Engineering.

2. BACKGROUND OF THE POST

The Department of Computing at Imperial College London invites applications for full-time faculty members at all levels who can contribute to research and teaching in the foundations and practice of Computer Science. We seek applicants from all areas of Computer Science, either to strengthen existing areas or develop new areas. The research in the Department is currently focused on the following areas: Artificial Intelligence, Computer Systems, Programming Languages, Software Engineering, Theory & Algorithms, Verification and Visual Computing. In addition, the Department actively pursues cross-disciplinary research in the application of Computer Science to Data Science, Healthcare and Security.
3. INFORMATION ABOUT THE FACULTY AND DEPARTMENT

The Faculty of Engineering
The Faculty of Engineering is one of three faculties within Imperial College London and is led by the Dean, Professor Nigel Brandon OBE FREng. The Faculty seeks to provide international leadership in engineering research and education and is widely recognised as a world-leading engineering school. In the 2018 Times Higher Education World University Rankings the Faculty was ranked 4th in Europe and 10th in the world for Engineering and Information Technology. Our Faculty is unique in the UK in supporting world-class education and fundamental research across the full range of engineering disciplines. All ten of our academic departments are located on a single campus in South Kensington, giving a concentration of talent that creates a stimulating and vibrant research culture, which promotes multidisciplinary collaborations and attracts internationally leading researchers and scholars.

Our academic departments deliver world-class education in engineering in order that our graduates possess the skills, knowledge and attitudes necessary to become international leaders in engineering industry and academia. We provide our students with an outstanding engineering education that brings together cutting-edge researchers, exceptional teachers and state-of-the-art facilities in inspiring physical and virtual environments. Students at Imperial will meet, work and live with people studying every aspect of engineering.

The Faculty is home to 1,676 staff (414 academics, 807 researchers and 455 support staff) and 7,386 students (of whom over 1,450 are research students). The Faculty is a powerhouse in research across the engineering sciences, with research funding in excess of £110M per annum. Please see the Faculty of Engineering web pages for further information: [http://www.imperial.ac.uk/engineering](http://www.imperial.ac.uk/engineering)

The Department of Computing
The Department of Computing is one of the largest Computer Science departments in the UK, it is at the forefront of academic research and teaching in Computer Science and its research is consistently ranked in the top three in the UK. We aim to remain among the leading departments in the world for research and education in our discipline. To ensure our place, the objectives of the Department are:

- To pursue research excellence and innovation in core Computer Science.
- To carry out world-leading interdisciplinary research which recognises that Computer Science is pervasive in all areas of society.
- To develop novel, sound and applicable computing techniques to meet the evolving needs of science, industry and society.
- To pursue innovative education based on foundational research that fosters technical excellence, originality and breadth of vision in its students.

The Department is embedded in the largest Engineering Faculty in the country, with all academic departments being located on a single campus. This concentration of talent across Computing and Engineering as a whole creates a stimulating and vibrant research culture that promotes multidisciplinary collaborations and attracts internationally leading researchers and scholars.
The Department comprises 60 academics, 50 support staff and around 150 research staff. The student population is around 650 undergraduates, 210 MSc students and 250 PhD students. The Department has extensive and well-equipped computing laboratories and runs its own computing service for research and teaching. In REF 2014, the most recent assessment of UK research, the Department was rated as the top Computer Science department in both Research Environment and Research Intensity and our teaching is always rated in the top three in the newspaper and good university tables.

Research is structured around the foundational research themes of: Artificial Intelligence, Computer Systems, Programming Languages, Software Engineering, Theory & Algorithms, Verification and Visual Computing. In addition, the Department has three cross-cutting research themes in data science, healthcare and security. We are part of the Faculty of Engineering and have joint appointments with the Department of Bioengineering and the Department of Electrical Engineering.

The Department encourages interdisciplinary work and is a major partner in the Institute for Security Science and Technology, the Data Science Institute, the Hamlyn Centre, the Dyson Robotics Lab, the Centre for Cryptocurrency Research and Engineering and the Centre for Smart Connected Futures.

We have strong links with industry, which help to ensure that our research and teaching is well informed and relevant to the needs of society. Major industrial partners include: ARM, Dyson, Huawei, Microsoft, Facebook, Google, HP, Blockchain.com, Outlier Ventures, Amadeus, IBM, Intel, Ocado and VMWare.

The Department offers the following undergraduate degree programmes: a three-year BEng degree in Computing; a four-year MEng degree in Computing with the option to specialize in Software Engineering, Artificial Intelligence, Computational Management, International Programme of Study. There is also a three-year BEng degree in Mathematics and Computer Science and a four-year MEng degree in Mathematics and Computer Science with the option to specialize in Pure Maths and Computational Logic, or Computational Statistics.

The Department runs an MSc in Advanced Computing and a more generalist MSc in Computing Science. The Department also runs a wide range of specialist MSc programmes in Artificial Intelligence and Machine Learning, Management and Finance, Security and Reliability, Software Engineering and Visual Computing, and Robotics. This year the Department introduced a new, dedicated MSc in Artificial Intelligence aimed at students with a general engineering background.

The Department encourages innovation in all aspects of teaching and is willing to provide resources to help implement novel approaches and ideas, subject to budget constraints and approval by the Teaching Committee. Outstanding contributions to teaching quality are recognised both at Faculty and College level through annual teaching awards.

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

4.1 Research

- To develop a broad range of research activities within department.
- To direct, lead or contribute to a research area at the highest scientifically rigorous levels.
- To supervise, train and mentor researchers and students at the highest scientifically rigorous levels.
To obtain funds and research grants and to encourage and guide junior research staff to do the same.
To manage research projects.
To write reports for research sponsors and to take part in Audits when necessary.
To publish high quality research in peer reviewed journals and to attend and present work at national and international conferences.
To develop contacts with other research organisations, both academic and commercial.
To collaborate with and strengthen links with colleagues across all departments within the Faculty of Engineering and contribute to the work of the Faculty and College.
To attend and contribute to research and administrative meetings within the Department as and when requested.
To foster scientific collaborations through organising, attending and contributing to multidisciplinary meetings, within the Department and with other appropriate parties at Imperial.

4.2 Education - Teaching and Training
To teach and examine courses at all levels – undergraduate, masters and higher research degrees – through lectures, seminars, tutorials, course work, and personal supervision.
To plan and review own approach to teaching.
To act as a coach and role model through excellent practice and mentoring of colleagues.
To supervise Masters and PhD candidates.
To provide pastoral support for students.
To contribute to curriculum development.
To take a leading role in, or contribute to, the development of teaching and teaching methods and assessment.
To contribute to the enhancement of quality teaching within the field.
To act as external examiner for postgraduate students.

4.3 Strategy and Business Planning
To participate in the business planning and objective setting process for the academic team, the departments where appropriate.
To make a significant contribution to building and establishing links between the appropriate research sections of the departments and colleagues in other parts of the Faculty and wider College.
To play an active part in the strategic planning of financial, staff and research resources.
To represent the Department, Faculty and College at external meetings, as appropriate.

4.4 Leadership and Team Working
To demonstrate excellent leadership skills with regard to individual performance, academic teams, the department, Faculty, College, and when participating in national/international initiatives.
To work collaboratively with all members of the Department, Faculty and College as required.
• To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties.
• To adhere to College guidelines on leave including reporting absence.

4.5 Management and Administrative duties

• Depending on level, to lead, play an active part in or contribute to the management of financial, staff and research resources, in line with College policy and procedure.
• To undertake appropriate administrative tasks in support of the section’s/division’s/department’s teaching and research activities.
• To interview potential Undergraduate students.
• To attend relevant academic or management committees.
• To comply with the College’s Equal Opportunities policy, Health and Safety policy and other College and departmental policies.
• To undertake other appropriate administrative duties commensurate with the grade of the post.

5. APPRAISAL AND PERFORMANCE REVIEW

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 South Kensington campus.

7. OTHER DUTIES AND RESPONSIBILITIES

Imperial College is committed to equality of opportunity and to eliminating discrimination. All employees are expected to follow the 7 Imperial Expectations detailed below:

1. Champion a positive approach to change and opportunity
2. Encourage inclusive participation and eliminate discrimination
3. Communicate regularly and effectively within and across teams
4. Consider the thoughts and expectations of others
5. Deliver positive outcomes
6. Develop and grow skills and expertise
7. Work in a planned and managed way

Employees are also required to comply with all College policies and regulations paying special attention to:

Confidentiality Financial Regulations Private Engagements and
Conflict of Interest Health and Safety Register of Interests
Data Protection Information Technology
Equal Opportunities Smoking

The successful candidate will be expected to observe and comply with all College policies and regulations, including the key policies and procedures on Confidentiality,

The successful candidate 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 [www.imperial.ac.uk/safety](http://www.imperial.ac.uk/safety).

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

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: [www.imperial.ac.uk/research-and-innovation/about-imperial-research/research-integrity/animal-research](http://www.imperial.ac.uk/research-and-innovation/about-imperial-research/research-integrity/animal-research)
# 8. PERSON SPECIFICATION

## Lecturer Candidates

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<tr>
<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 in Computer Science or a relevant field</td>
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<tr>
<td>Research Experience to include:</td>
<td>A developing national reputation in the field</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 of preparing grant applications for submission</td>
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<td>A good publication record / the ability to publish high quality research in peer reviewed journals.</td>
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<tr>
<td>Education: Teaching and training experience</td>
<td>Experience of training Undergraduate and Postgraduate students</td>
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<td>Management and administrative experience to include:</td>
<td>Be able to communicate well, conveying ideas and concepts clearly and effectively</td>
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<td>A high level of analytical capability</td>
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<td></td>
<td>Developing 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>
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<td>Ability to work under pressure</td>
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<td>Good organisational and management skills</td>
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<td>Supportive and tolerant</td>
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<td>Ability to work within a multidisciplinary team</td>
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<td>Consensus building and inclusive</td>
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<td></td>
<td>Collaborative and able to build and sustain effective working relationships, both internally and externally</td>
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## Senior Lecturer Candidates

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<td>Qualifications and skills</td>
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</table>
Research Experience to include:

- A national reputation in the field
- A track record of attracting research funding
- Evidence of contribution to the development and performance of colleagues through coaching and mentoring
- Experience and capability to act as a role model in areas of research, teaching and management as appropriate
- Experience in leading the design of research programme
- An excellent publication record

Education:
Teaching and training experience

- Experience of training undergraduate and postgraduate students
- Experience of supervision of higher degrees (PhD)

Management & administrative experience to include:

- Be able to communicate well, conveying ideas and concepts clearly and effectively
- A high level of analytical capability
- Be able to make a contribution to the management of a department
- Proven skills in leading, motivating, developing and managing the performance of colleagues
- Evidence of management and administration experience

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
- Consensus building and inclusive
- Collaborative and able to build and sustain effective working relationships, both internally and externally
- Completed special skills modules appropriate to the post

Reader Candidates

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<tbody>
<tr>
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<tr>
<td>Research Experience to include:</td>
<td>An established national reputation and a developing international reputation in the field</td>
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<td>A significant track record in attracting high levels of research funding</td>
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<td>Evidence of contribution to the development and performance of</td>
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colleagues through coaching and mentoring  
- Experience and capability to act as a role model in areas of research, teaching and management as appropriate  
- Extensive experience in leading the design of research programmes  
- An excellent publication record

| Education: Teaching and training experience | • Experience of training undergraduate and postgraduate students  
• Experience of supervision of higher degrees (PhD) |
| Management & administrative experience to include | • The ability to communicate well, conveying ideas and concepts clearly and effectively  
• A high level of analytical capability  
• The ability to make a significant contribution to the management of a department  
• Proven skills in leading, motivating, developing and managing the performance of colleagues, ensuring the effective performance and development of a leading research department  
• Evidence of management and administration experience |
| 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  
• Consensus building and inclusive  
• Collaborative and able to build and sustain effective working relationships, both internally and externally  
• Completed special skills modules appropriate to the post |

Chair Candidates

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<td>Qualifications and skills</td>
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| Research Experience to include: | • An international reputation in the field of research  
• A sustained track record in attracting high levels of research funding  
• Evidence of contribution to the development and performance of colleagues through coaching and mentoring  
• Experience and capability to act as a role model in areas of research, | |
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<tr>
<th>Education - Teaching and training experience</th>
<th>Management &amp; administrative experience to include:</th>
<th>Personal attributes</th>
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</table>
| - Extensive experience in leading the design of research programmes  
- An excellent publication record | - The ability to communicate well, conveying ideas and concepts clearly and effectively  
- A high level of analytical capability  
- The ability to make a significant contribution to the management of a department  
- Proven skills in leading, motivating, developing and managing the performance of colleagues, ensuring the effective performance and development of a leading research department | - Excellent leadership skills  
- Ability to work under pressure  
- Good organisational and management skills  
- Supportive and tolerant  
- Ability to work within a multidisciplinary team  
- Consensus building and inclusive  
- Collaborative and able to build and sustain effective working relationships, both internally and externally |
| - Experience of training undergraduate and postgraduate students  
- Experience of supervision of higher degrees (PhD) | | - Completed special skills modules appropriate to the post |

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.

9. **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:

**Lecturers**

The salary range for a Lecturer is £56,321-£66,700 per annum (effective from 1 August 2019 until further notice, for London and Silwood Park).

The post will be in the Lecturer level of the Academic Job Family.
Incremental progression and any performance payments will be in accordance with procedures governing Lecturer level in the Academic and Research Job Family. Annual increment date is 1 October up to the maximum of the standard salary scale. For those starting between 2 April–30 September, subject to satisfactory performance, the first increment will be on the first of the month after six months in post.

Annual cost of living increases will be determined by Imperial College through its local collective bargaining machinery.

**Senior Lecturers**

The salary range for a Senior Lecturer is £63,938-£66,700 per annum (effective from 1 August 2019 until further notice, for London and Silwood Park).

Incremental progression and any performance payments will be in accordance with procedures governing Senior Lecturer level in the Academic and Research Job Family. Annual increment date is 1 October up to the maximum of the standard salary scale. For those starting between 2 April–30 September, subject to satisfactory performance, the first increment will be on the first of the month after six months in post.

Annual cost of living increases will be determined by Imperial College through its local collective bargaining machinery.

**Readers**

The minimum salary for a Reader is £69,080 (effective from 1 August 2019 until further notice, for London and Silwood Park).

The post will be at the Reader level of the Academic and Research Job Family. Any salary increases or performance payments will be determined in accordance with procedures which govern senior academic staff.

Annual cost of living increases will be determined by Imperial College through its local collective bargaining machinery.

**Professors**

The minimum salary for a Professor is £79,080 (effective from 1 August 2019 until further notice, for London and Silwood Park).

The post will be at the Professor level of the Academic and Research Job Family. Any salary increases or performance payments will be determined in accordance with procedures which govern senior academic staff.

Annual cost of living increases will be determined by Imperial College through its local collective bargaining machinery.

**All Staff**

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.

All staff have a probationary period of six months, with the exception of Non-Clinical Lecturers and Senior Lecturers (Clinical and Non-Clinical) who normally serve three years. Clinical Lecturers normally serve one year.

Staff on a fixed term contract receive notice of the ending of their employment within that contract. No further contractual notice will be given unless the contract is to terminate prior to the end date specified in the offer of employment. In these circumstances the notice from the College would be as above.

10. APPLICATIONS

Our preferred method of application is online, on our website at the following link: www.imperial.ac.uk/jobs/ (select “Job Search”).

In addition to completing the online application, candidates should attach the following supporting documents:

- A full CV including a publication list;
- A list of the four most significant publications. For each of the four publications, please include a short statement (100 words maximum) highlighting the key contributions made by the applicant in that work;
• A research statement that describes your previous research contributions and future research plans (no more than two pages);

• A teaching statement that describes your previous teaching experience and potential contributions to teaching in the Department (no more than two pages).

Applicants should contact three referees before applying to ensure their willingness to provide a reference for the present post.

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

Should you have any queries about the post, please contact: margaret.hall@imperial.ac.uk

Closing date: 8 January 2020

Interview date: March 2020

All candidates will be contacted after the shortlisting is completed.

Date: Nov 2019