



## Further Particulars

### The College

[www.imperial.ac.uk](http://www.imperial.ac.uk)

Imperial College London is one of the world's leading science-focused universities, committed to making advances in research and education 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 focus on the College's strategic affairs and development.

The Provost, Professor Ian Walmsley, is responsible for delivering and enhancing the 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: [www.imperial.ac.uk/strategy](http://www.imperial.ac.uk/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 and the Royal School of Mines.

## 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;
- Five hospital campuses at **Charing Cross, St Mary's, Chelsea and Westminster**, the **Hammersmith** and the **Royal Brompton**;
- **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.
- **Silwood Park** - outside London, near Ascot, this postgraduate campus, set in 250 acres of natural parkland, hosts Ecology, Biology and the Grand Challenges in Ecosystems and the Environment initiative.

## Facts and Figures

[www.imperial.ac.uk/about/introducing-imperial/facts-and-figures](http://www.imperial.ac.uk/about/introducing-imperial/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; it 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.
- Has the greatest concentration of **high-impact research** of any major UK university.
- 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.
- The College is a founding partner of the Francis Crick Institute, an inter-disciplinary medical research institute, opened in 2016.



## 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. Recent examples have included 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 [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/)***

### **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 Learning and Teaching Strategy (2017) focusses development on four areas:

- reviewing our curricula and creating more space for innovation in education, for multidisciplinary activities and for students' engagement with teachers, with each other, and with the world outside of Imperial;
- making our teaching more interactive, more supportive, more challenging and more rewarding for our students;
- fostering a culture that understands and embodies the values of diversity and inclusivity, ensuring this is reflected in campus life, in the curriculum, and in the application of knowledge to real-life problems in a global context;
- developing online and digital enhancements to our curricula, our evidence-based pedagogy, our community building and our focus on teaching global challenges.

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 organizations 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 (NTU) in Singapore to open the Lee Kong Chian School

of Medicine (LKC Medicine). The first ever graduates of the School received Medicine degrees from Imperial and NTU in July 2018.

### **Supporting our Staff**

The College is very proud of its staff, of their many talents, and their 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 Education, Research, Societal Engagement, and Culture and Community 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 UK University, as well as and has 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.*

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## **The Faculty of Medicine**

[www.imperial.ac.uk/medicine](http://www.imperial.ac.uk/medicine)

The Faculty was formed following a series of mergers with London undergraduate and postgraduate medical schools (St Mary's Hospital Medical School, the National Heart and Lung Institute, Charing Cross and Westminster Medical School, and the Royal Postgraduate Medical School).

Today, the Faculty of Medicine is at the forefront of taking biomedical discoveries and translating them into the clinic - to the benefit of local patients and worldwide populations. Our staff and students benefit from our close connections with healthcare partners, and multidisciplinary collaborations with the College's Faculties of Engineering, Natural Sciences and the Imperial College Business School. The combination of outstanding science, excellent staff and innovative teaching methods results in a truly world-class academic environment.

The Faculty collaborates widely with major academic partners, both locally and internationally. We work with colleagues across the UK science base as part of an outstanding national environment for biomedical discovery and translation. At an international level, we have built innovative organisational relationships and highly successful regional and global collaborations.

We work closely with the National Health Service (NHS) and other healthcare delivery stakeholders to build innovation capacity within clinical research and practice and promote uptake and dissemination of new medical breakthroughs. To achieve this the College has established a number of integrated healthcare partnerships and has been highly successful in competing for major funding and external designations for our portfolio of translational infrastructure.

Our Imperial College Academic Health Science Centre ([www.ahsc.org.uk](http://www.ahsc.org.uk)) and Academic Health Science Network ([www.imperialcollegehealthpartners.com](http://www.imperialcollegehealthpartners.com)) are organisational partnerships the College has established with our NHS partners to provide the framework and collaborative culture to drive and disseminate improvement in healthcare. These partnerships are supported by a range of National Institute for Health Research supported centres, facilities and units which drive our discoveries through the translational pipeline into real-world application. The Faculty also hosts a Medical Research Council embedded institute (the MRC London Institute of Medical Sciences) and three MRC Centres.

## Job Description

<b>Job title:</b>	<b>Lecturer (non-clinical)</b>
<b>Faculty/Department:</b>	<b>Faculty of Medicine (all Departments)</b>
<b>Job Family:</b>	Academic and Research job family
<b>Salary range:</b>	£50,681 - £65,620 per annum
<b>Reporting to:</b>	Head of Division/Section/Centre
<b>Accountable to:</b>	Head of Department
<b>Contract:</b>	Full time, open ended (subject to 3-year probationary review)
<b>Location:</b>	South Kensington, St Mary's, Hammersmith, Charing Cross, Chelsea and Westminster, Royal Brompton, White City
<b>Closing date:</b>	31 March 2019

### 1. Background to the Post

The Faculty of Medicine at Imperial College London, led by Professor Jonathan Weber (Dean), is recruiting up to 20 new non-clinical Lectureships to join our world-class academic community. This recruitment is part of a suite of organisational developments and initiatives currently underway within the Faculty to support our strong science-base and academic excellence. The Faculty is also planning towards the opening of extensive new academic and translational facilities at the College's new White City Campus [[www.imperial.ac.uk/white-city-campus](http://www.imperial.ac.uk/white-city-campus)] and adjacent Hammersmith Campus, unlocking new opportunities for colocation and collaboration between scientists from across the College. Taken together, these developments offer an outstanding environment for non-clinical scientists working in the broad area of medical sciences to establish themselves within a world-leading STEM university during an exciting period of strategic development and interdisciplinary opportunity.

Imperial College London offers an outstanding multidisciplinary environment in basic, clinical and translational research. The major scientific interests of the eight departments which will form the Faculty from August 2019 are outlined in more detail in section 2 below. Major foci include metabolism, cardiovascular and respiratory science, surgery, cancer, immunology, inflammation, infectious diseases, brain sciences, public health, epidemiology and basic genetic, biomolecular and cellular sciences. In addition, the London Institute of Medical Sciences, which is an MRC Institute and forms the larger part of the Institute of Clinical Sciences, is part of the Faculty of Medicine. The College also has internationally-recognised expertise in several cognate STEM areas including bioengineering, data and computational sciences, material sciences, physical, life and environmental sciences, global health and business. There are strong cross-faculty research networks and centres [[www.imperial.ac.uk/multidisciplinary-research](http://www.imperial.ac.uk/multidisciplinary-research)] and cross-faculty working is strongly encouraged.

The Faculty of Medicine is committed to supporting diversity in science and to enabling the careers of women, ethnic minorities, and those with family or other commitments. The College champions a supportive and respectful ethos, set out within its 'Imperial Expectations' [[www.imperial.ac.uk/human-resources/working-at-imperial/imperial-expectations/](http://www.imperial.ac.uk/human-resources/working-at-imperial/imperial-expectations/)]. We aim to support and mentor young scientists and have a range of support in place to deliver this. The College has an excellent Athena SWAN record and strong outreach and public engagement programmes, which all successful appointees would be expected to participate in.

To excel in these roles, it is expected that all applicants will have a record of excellent research training and productivity and be developing (or have already developed) a national or international reputation in their scientific field. **Please note that applications from staff already working at Imperial should be discussed with the relevant Head of Department (or other senior faculty as suggested by the Head of Department) before submission.** Informal inquiries about these posts can be directed to the relevant Heads of Department as listed in section 2 below.

**PLEASE NOTE ALL APPLICATIONS MUST CLEARLY INDICATE IN A COVERING LETTER THE ACADEMIC DEPARTMENT FOR WHICH YOU WISH TO BE CONSIDERED.**

Please complete and submit your application online via our website at <https://www.imperial.ac.uk/jobs/>, quoting reference number MED01091 and indicate which Department(s) from those listed below you would like to consider your application.

The recruitment programme will be open until March 31<sup>st</sup> 2019. Applications can be submitted at any time and will be reviewed on an on-going basis.

## 2. The Academic Departments of the Faculty of Medicine

Although on several sites, our academic departments function as one faculty, fully integrated within the College. As part of our development programme the Faculty of Medicine is currently working towards launch of a new departmental structure from the start of the academic year 2019/20. This new structure is being created by the Dean to support strategic development in key areas of our science, widen academic engagement and drive forward on the opportunities which exist across Imperial for health-related science and translational collaboration. More information about this is available at: [www.imperial.ac.uk/medicine/about-us/faculty-leadership/department\\_changes\\_2019-20](http://www.imperial.ac.uk/medicine/about-us/faculty-leadership/department_changes_2019-20).<sup>1</sup>

### Departments as from August 2019

<b>Departments</b> (* Indicates new departments - titles of new departments remain to be fully confirmed at time of issue)	<b>Head of Department</b> (** Indicates designate Heads of new departments)
National Heart and Lung Institute	<a href="#">Professor Edwin Chilvers</a>
Department of Metabolism, Digestion and Reproduction*	<a href="#">Professor Mark Thursz</a> **
Institute of Clinical Sciences	<a href="#">Professor Amanda Fisher</a>

<sup>1</sup> Information on our current department structure (which will remain in place through to 31 July 2019) is available at [www.imperial.ac.uk/medicine/departments](http://www.imperial.ac.uk/medicine/departments)

Department of Surgery & Cancer	<a href="#">Professor George Hanna</a>
Department of Immunology and Inflammation*	<a href="#">Professor Marina Botto</a> **
Department of Infectious Diseases*	<a href="#">Professor Wendy Barclay</a> **
Department of Brain Sciences*	<a href="#">Professor Paul Matthews</a> **
School of Public Health	<a href="#">Professor Deborah Ashby</a>
<i>Hosted cross-faculty Global Challenge Institute</i>	
Institute of Global Health Innovation	<a href="#">Professor the Lord Ara Darzi</a>

### **Faculty of Medicine Executive Team**

<b>Faculty of Medicine Executive Team</b>	
Dean of the Faculty of Medicine	<a href="#">Professor Jonathan Weber</a>
Vice-Dean for Education	<a href="#">Mr Martin Lupton</a>
Vice-Dean for Research	<a href="#">Professor Martin Wilkins</a>
Vice-Dean for Institutional Affairs	<a href="#">Professor Clare Lloyd</a>
Vice-Dean for International Activities	<a href="#">Professor Desmond Johnston</a>
Vice-Dean for Academic Development	<a href="#">Professor Neil Ferguson</a>

### **National Heart and Lung Institute**

Head of Department: Professor Edwin Chilvers [[e.chilvers@imperial.ac.uk](mailto:e.chilvers@imperial.ac.uk)]  
[www.imperial.ac.uk/nhli](http://www.imperial.ac.uk/nhli)

The NHLI is the largest heart and lung research institute in the UK, with 960 staff and students, and over 100 Principal Investigators. The Institute has broad interests spanning basic vascular, myocardial and lung cell biology, through to disease mechanisms, cardiovascular and respiratory epidemiology, experimental medicine, imaging, advanced technologies and clinical trials. Many of our research teams are embedded and working within world-leading clinical services based in Imperial College Healthcare NHS Trust and the Royal Brompton and Harefield NHS Foundation Trust. The NHLI hosts several national centres including the MRC and Asthma UK Centre, the British Heart Foundation Centre for Research Excellence and the British Heart Foundation Cardiovascular Regeneration Centre [[www.imperial.ac.uk/nhli/research/centres-and-initiatives](http://www.imperial.ac.uk/nhli/research/centres-and-initiatives)]. Training the next generation of clinical and non-clinical heart and lung scientists is an essential part of our mission.

### **Department of Metabolism, Digestion and Reproduction (new)**

Head of Department (Designate): Prof Mark Thursz [[m.thursz@imperial.ac.uk](mailto:m.thursz@imperial.ac.uk)]

Information on the groups that will come together to form the new Department of Metabolism can be found on the websites for the current departments of Medicine [[www.imperial.ac.uk/department-of-medicine/research](http://www.imperial.ac.uk/department-of-medicine/research)] and Surgery and Cancer [[www.imperial.ac.uk/department-surgery-cancer/research](http://www.imperial.ac.uk/department-surgery-cancer/research)]

The new Department of Metabolism, Digestion and Reproduction will encompass a broad spectrum of clinical specialties and academic disciplines across the Divisions of Metabolic Medicine & Endocrinology, Gastroenterology & Hepatology, Reproductive Biology, Genomics & Metabolic phenotyping. With a strong cadre of internationally competitive research groups exploring novel diagnostic tools, therapeutics and mechanisms of disease there is inevitably a suitable opportunity for successful scientists wishing to work in a highly productive and supportive environment. The Department includes the MRC-NIHR National Phenome Centre which provides equipment, protocols and bioinformatic tools to support large scale metabolomic profiling for investigating mechanisms of disease, developing biomarkers or to develop personalised medicine approaches. Metabolomics and genomics facilities support a strategic research initiative in microbiome research spanning gastrointestinal, respiratory and gynaecological tracts. The Department is linked to the National Institute for Health Research Imperial Biomedical Research Centre (NIHR Imperial BRC) themes on Gut Health, Metabolism & Endocrinology, Molecule Phenomics and Genetics & Genomics

### **Institute of Clinical Sciences**

Head of Department: Professor Dame Mandy Fisher [[amanda.fisher@lms.mrc.ac.uk](mailto:amanda.fisher@lms.mrc.ac.uk)]  
[www.imperial.ac.uk/institute-clinical-sciences](http://www.imperial.ac.uk/institute-clinical-sciences)

The Institute of Clinical Sciences has a multidisciplinary approach and hosts outstanding experimental and computational programmes in basic and applied life sciences as well as in clinical research. Housed alongside the MRC London Institute of Medical Sciences, we aim to carry out pioneering research, train and mentor the next generation of interdisciplinary scientists, and facilitate translation from fundamental research findings towards better diagnosis and treatment. We are recruiting exceptional scientists with the ability to direct research programmes that complement our existing strengths in metabolism, physiology, imaging, genomics, epigenetics, gene regulation and quantitative biology. We are currently particularly keen to recruit groups with an interest in using molecular imaging, from single-molecule to Cryo-EM imaging approaches, to better understand DNA and chromatin dynamics. Examples of research areas of interest and potential synergy include (but are not confined to): (1) *Genes and Metabolism*; immuno-metabolism, physiology of reproduction and/or sex differences (e.g. changes/differences in adiposity,  $\beta$ -cell function), organoid and/or metabolomics-based approaches, interplay between epigenetics and metabolism (e.g. transgenerational inheritance or the physiology of parental effects). (2) *Epigenetics*; stem cells and regeneration, cellular memory, chromatin landscapes, DNA methylation and disease, epigenetic editing, genome stability and chromosome biology (including structural or biochemical approaches). (3) *Quantitative Biology*; network analysis, inference and data-based modelling of biological systems, biophysics modelling with an emphasis on cells and tissues, quantitative systems level analysis of biological problems, state or phase transitions and emergent properties, bridging disease phenotype or variation with single molecules, machine learning/AI applied to biological systems, state-of-the-art imaging and image analysis.

### **Department of Surgery & Cancer**

Head of Department: Prof George Hanna [[g.hanna@imperial.ac.uk](mailto:g.hanna@imperial.ac.uk)]  
[www.imperial.ac.uk/department-surgery-cancer](http://www.imperial.ac.uk/department-surgery-cancer)

The Department of Surgery and Cancer hosts over 400 staff and students. There is a broad research portfolio, with a strong emphasis throughout on translation of research ideas into clinical trials. Within the Division of Surgery, the research themes include surgical technology and robotics, clinical trials, cancer early detection and prevention, In-vitro diagnostics, development of novel biosensors, musculoskeletal biology, surgical education and competency assessment, health policy and clinical safety. The Division of Cancer has a strong track record in basic and translational research in solid tumours, with expertise in breast, ovarian, prostate, HPB cancers, as well as cancer imaging and epigenetics. There are also new and emerging research themes, in central nervous system malignancies and cancer immunology in conjunction with the new Department of Immunology and Inflammation. The Department of Surgery and Cancer benefits from infrastructure support through the Cancer Research UK Imperial Centre, with its twin themes of Improving the Precision of Cancer Treatments and Reducing the Burden of Cancer. One of the main foci of the CRUK Imperial Centre is convergence science, the amalgamation of clinical, life, physical and engineering sciences to develop new methods and creative solutions to problems in cancer. This focus on convergence reflects the broad skills across the College in cancer biology and clinical sciences, engineering, physics and chemistry. Furthermore, the College has recently formed a joint Cancer Research Centre of Excellence with the Institute of Cancer Research (ICR), further broadening the research opportunities within the Department.

#### **Department of Immunology and Inflammation (new)**

Head of Department (Designate): Professor Marina Botto [[m.botto@imperial.ac.uk](mailto:m.botto@imperial.ac.uk)]

*Information on the current Division of Immunology and Inflammation in the Department of Medicine can be found at [www.imperial.ac.uk/department-of-medicine/research/immunology-and-inflammation](http://www.imperial.ac.uk/department-of-medicine/research/immunology-and-inflammation).*

The new Department of Immunology and Inflammation will provide an excellent research environment where scientists from clinical and non-clinical backgrounds work together to advance the understanding of disease mechanisms and to develop new translational approaches. It has a multidisciplinary approach and hosts excellent experimental programmes in basic and applied life sciences as well as clinical research. The department will support a broad spectrum of research with emphasis on molecular mechanisms of inflammatory and haematological conditions, autoimmunity, cellular mechanisms of tissue injury, cell signalling in cancer and inflammation, tumour immunology, immunometabolism and coagulation. The Department is closely linked to the clinical research supported by the NIHR Imperial BRC.

#### **Department of Infectious Diseases (new)**

Head of Department (Designate): Professor Wendy Barclay [[w.barclay@imperial.ac.uk](mailto:w.barclay@imperial.ac.uk)]

*Information on the current Division of Infectious Diseases in the Department of Medicine can be found at [www.imperial.ac.uk/department-of-medicine/research/infectious-diseases](http://www.imperial.ac.uk/department-of-medicine/research/infectious-diseases).*

The new Department of Infectious Diseases will host investigators studying all aspects of infectious disease ranging from the fundamental science of microbial pathogens to the clinical outcomes of infections caused by viruses and bacteria. Our mission is to apply excellent science to address the unmet clinical needs for control of infectious disease both here in the UK and internationally. We aim to understand the role of microbes in health and disease, and to describe immune responses to pathogens, both natural and those induced by vaccines. We encourage cross-collaborative working across Imperial, and engagement with industry and government agencies, to translate our discoveries

for the prevention, diagnosis and treatment of infectious diseases and to communicate our advances to the wider public.

The Department is strengthened by several relevant research centres and dedicated, bespoke facilities housed at Imperial College London including the MRC Centre for Molecular Bacteriology and Infection and the National Centre for Human Retrovirology. Further interdisciplinary and cross faculty interaction is fostered through the new Imperial Network for Vaccine Research, and the NIHR Health Protection Research Units in Respiratory Infections and Healthcare Associated Infections and Antimicrobial Resistance. We aim to inspire the next generation of infectious disease scientists by training undergraduates and postgraduates and developing the careers of our postdoctoral fellows. We contribute extensively to teaching across all levels at the College and are keen to recruit people who relish sharing their knowledge and expertise with fresh minds through the design, development and delivery a range of teaching modules and programmes and applying innovative and appropriate teaching techniques.

### **Department of Brain Sciences (new)**

Head of Department (Designate): Professor Paul Matthews [[p.matthews@imperial.ac.uk](mailto:p.matthews@imperial.ac.uk)]

*Information on the current Division of Infectious Diseases in the Department of Medicine can be found at [www.imperial.ac.uk/department-of-medicine/research/brain-sciences](http://www.imperial.ac.uk/department-of-medicine/research/brain-sciences).*

The new Department of Brain Sciences' mission is to develop and sustain a unique portfolio of translational research in neuroscience and mental health that is recognised internationally for scientific excellence, for leading innovation in patient care and for creating a dynamic environment for training the leaders of the next generation. We are a young department committed to growth in areas addressing emerging scientific opportunities and healthcare needs. A key element of this has been partnership. For example, Imperial is the only UK institution to have been awarded two UK Dementia Research Institute Centres. To support our translational agenda, we lead a Brain Sciences theme within the NIHR Imperial BRC. Interdisciplinary science is fostered internally and through multiple College Networks and cross-faculty Centres. Perhaps most importantly, the Department of Brain Sciences is committed to supporting all its staff throughout their career development. We recruit for excellence that reflects commitment and hard work, but believe that this is best sustained through personalised, flexible management for a long-term, sustainable work-life balance.

### **School of Public Health**

Director: Professor Deborah Ashby [[deborah.ashby@imperial.ac.uk](mailto:deborah.ashby@imperial.ac.uk)]

[www.imperial.ac.uk/school-public-health](http://www.imperial.ac.uk/school-public-health)

The School of Public Health, comprises three departments (Epidemiology and Biostatistics; Infectious Disease Epidemiology; Primary Care and Public Health) and two units (Imperial Clinical Trials Unit; Ageing Epidemiology Research Unit) with strengths in epidemiology, public health, biostatistics, primary care, social aspects of health and health interventions in human populations. The School encompasses a broad spectrum of research with an emphasis on the application of modern scientific techniques to questions relevant to understanding the causes and developments of disease and developing new approaches to treatment. The School was rated joint top nationally in the 2014 Research Excellence Framework (REF), in the "Public Health, Health Services & Primary Care" Unit of Assessment, with the proportion of world-leading and internationally excellent research combined graded at 91%. The School is responsible for teaching a substantial part of the undergraduate and

clinical curriculum to medical students and has an extensive programme of postgraduate teaching, comprising taught courses, short courses and supervised higher degree students. The successful applicant will be expected to participate fully in the teaching activities of the School. The School has a total of 600 staff and a significant research portfolio.

### **3. The post - key result areas, main duties and responsibilities**

#### **3.1 Research**

- To develop an independent research programme, which complements the aims of one of the departments listed above within the Faculty of Medicine.
- To direct, lead or contribute to a research area with scientists, clinicians, technicians and students at the highest, scientifically rigorous, levels.
- To supervise, train and mentor scientists, clinicians, technicians and students at the highest, scientifically rigorous, levels.
- To make high quality research grant applications for external, personal funding to support the development of a personal research programme and to encourage and guide junior research staff to do the same.
- To support ongoing research projects within the Faculty of Medicine.
- To write reports for research sponsors.
- To regularly publish high quality, peer-reviewed science that contributes to the advancement of the field.
- To attend and present findings at national and international conferences.
- To develop contacts and research collaborations with other research organisations, both academic and commercial.
- To collaborate with, and strengthen links with, colleagues within the Faculty of Medicine and contribute to the work of the Faculty and College.
- To collaborate with academic and clinical colleagues to enhance the NHS Trust's translational research portfolio, always meeting the full requirements of Research Governance.
- To attend and contribute to research and administrative meetings within the Division/Department.
- To foster scientific collaborations through organising, attending and contributing to multidisciplinary meetings, within the Division/Department and with other appropriate parties at Imperial.

#### **3.2 Teaching and Training**

- To undertake teaching and examine courses at all levels – undergraduate, masters and higher research degrees – through lectures, seminars, tutorials, course work, clinical training (where applicable) 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 MD and PhD candidates.
- To provide pastoral support for students.
- To contribute to the development of teaching methods and assessments, and develop and maintain skills in relevant technologies.
- To contribute to curriculum development.
- To contribute to the assurance and enhancement of the quality of teaching, learning and research within the field.
- To contribute to postgraduate medical education with the Graduate School.

- To contribute to the enhancement of quality teaching within the field.
- To act as external examiner for postgraduate students.
- To work with national bodies on curriculum development and quality assurance.

### **3.3 Outreach and Engagement**

- To contribute to development and delivery of outreach activities as relevant to the programme of work
- To contribute to development and delivery of public engagement programmes in the relevant area.

### **3.4 Strategy and Business Planning**

- To participate in the business planning and objective setting process for the academic department, where appropriate.
- To make a significant contribution to building and establishing links between the appropriate research sections of the College.
- To play an active part in the strategic planning of financial, staff and research resources.
- To represent the Division, Department, Faculty and College at external meetings, as appropriate.

### **3.4 Leadership and Team Working**

- To demonstrate excellent leadership skills regarding individual performance, academic teams, the Department, Faculty, College, and when participating in national/international initiatives.
- To work collaboratively with all members of the multi-disciplinary team and the 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.

### **3.5 Management and Administrative duties**

- To, depending on level, 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 play a supportive role in unit administration, as appropriate.
- To undertake appropriate administrative tasks in support of the Division/Department teaching and research activities.
- To maintain the highest governance standards for all scientific and organisational activities.
- 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.
- Co-operate with other members of the Department, with other members of the Faculty of Medicine and elsewhere within Imperial.

### **3.6 Staff Management**

- To take responsibility for the appointment, management and development of College staff, in line with College policy and procedure.
- To undertake the Performance Review and Development Plan (PRDP) annually for College staff managed.
- To participate in team objective setting as part of the annual job planning cycle.

- To be responsible for the annual appraisal of academic/research staff for whom the post holder is responsible as delegated by the Head of Department.

#### 4. Appraisal and performance review systems

The purpose of 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/Division and Personal Review and Development Plans are conducted on an annual basis in conjunction with the Line manager.

#### 5. Administrative and secretarial support

The post holder will be supported by existing resources and infrastructure within the relevant Department.

#### 6. Office and laboratory arrangements

The post holder will have office and laboratory facilities, including computer with internet access, and access to administrative support at the relevant campus, as appropriate

***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/>***

***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.***

#### 7. Personal specification

***[Imperial Expectations](#)***

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.

#### Non-Clinical Lecturer Candidates

Criteria for Selection	Essential
<b>Qualifications and skills</b>	<ul style="list-style-type: none"> <li>• PhD or equivalent in relevant scientific area</li> </ul>
<b>Research Experience to include:</b>	<ul style="list-style-type: none"> <li>• A developing national reputation in their field</li> <li>• Evidence of contribution to the development and performance of colleagues through coaching and mentoring</li> <li>• Experience of preparing grant applications for submission</li> <li>• A good publication record /the ability to publish high quality research in peer reviewed journals.</li> </ul>
<b>Teaching and training experience</b>	<ul style="list-style-type: none"> <li>• Experience of training Undergraduate and Postgraduate students</li> </ul>
<b>Management and administrative experience to include:</b>	<ul style="list-style-type: none"> <li>• Be able to communicate well, conveying ideas and concepts clearly and effectively</li> <li>• A high level of analytical capability</li> <li>• Developing skills in leading, motivating, developing and managing the performance of colleagues</li> </ul>
<b>Personal attributes</b>	<ul style="list-style-type: none"> <li>• Good leadership skills</li> <li>• Ability to work under pressure</li> <li>• Good organisational and management skills</li> <li>• Supportive and tolerant</li> <li>• Ability to work within a multidisciplinary team</li> </ul>

*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 follows:

The salary range for a Lecturer is £50,681 - £60,210 per annum (effective from 1 August 2018 until further notice, for London and Silwood Park).

The post will be in the 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 24<sup>th</sup> 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.

Lecturer appointments are subject to a three year probationary period.

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.

## 9. Applications

Our preferred method of application is online, on our website at the following link: [www.imperial.ac.uk/jobs/](http://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.

**PLEASE NOTE ALL APPLICATIONS MUST CLEARLY INDICATE IN A COVERING LETTER THE ACADEMIC DEPARTMENT FOR WHICH YOU WISH TO BE CONSIDERED.**

For technical issues, please email [recruitment@imperial.ac.uk](mailto:recruitment@imperial.ac.uk)

Closing date: 31 March 2019

Interview date: to be confirmed

All candidates will be contacted after the shortlisting is completed.

