The Provost’s Visiting Professor (PVP) programme
Introduction to post

Imperial College London, one of the world's leading institutions for research and teaching in the natural and physical sciences, medicine, engineering, and business, seeks outstanding and enthusiastic researchers and educators to join the College as visiting academics by appointment through the Provost's Visiting Professor Programme (PVP).

The Programme has been established to broaden the College's reach, by developing new relationships with exceptional individuals and their organisations.

Ensuring a diverse community of staff and students is one of the cornerstones of Imperial's Equality, Diversity and Inclusion Strategy. The College is committed to improving gender diversity and racial equality. It has developed a plan to do this as part of its Race Equality Charter (REC), endorsed by the UK’s national scheme aimed at improving the representation, progression and success of minority ethnic staff and students within higher education. We wish to attract greater numbers of outstanding students, academics and staff with diverse backgrounds and characteristics to the College. The PVP programme is one component of the broader plan that is designed to facilitate engagement and development at pre-college, undergraduate, graduate, postdoctoral and faculty levels, increasing the number of academics from under-represented groups. Therefore, we are specifically looking for candidates from underrepresented groups such as Black and Minority Ethnic (BME) and female scholars.

Applications are invited for the visiting professorships from scholars with international reputations in their fields. The rolling/annual/open programme will host up to four new visitors per year with appointments lasting between 6 and 12 months. Salary costs within Imperial College London appointment rates will be covered, along with a contribution towards travel costs.

This is a superb opportunity for academics from other institutions interested in spending a sabbatical leave from their current institution at Imperial College, and who would be willing to participate in this high-level, pivotal initiative programme.
Introduction to Imperial

Imperial College London's mission is to achieve enduring excellence in research and education in science, engineering, medicine, and business for the benefit of society.

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, the 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 19,000 students, over half of whom come from overseas, reflecting its status as the UK’s most international university. Its alumni and members also include 14 Nobel laureates and three Fields Medallists.

Throughout its history, the College has been involved in many major breakthroughs, including the discovery of penicillin and the creation of the hologram. This tradition has continued with recent innovations such as wirelessly transferring power to drones in flight, the discovery of a new form of light and major new research in climate change, amongst much else.

Imperial has four 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 8,500 highly diverse staff, who collaborate widely in the UK and internationally, often across disciplines. In 2019-2020, the College had a total turnover of £1.026 billion, of which £452 million directly supported research through grants and contracts.

The College’s 2020–2025 Strategy is built on underpinning foundations that make Imperial a great academic institution and the talented, diverse and inspirational people who help make up our university community. The College’s success is recognised all over the world and is evidenced by daily coverage of Imperial discoveries and innovations in the international media. Hyperlink to strategy View the latest annual report click.

Imperial has a leadership model comprising the President, Professor Alice Gast, (Professor Hugh Brady will take up the President role from 1 August 2022) and the Provost, Professor Ian Walmsley FRS. Please refer to further particulars for more information about the College.
1. The Post

<table>
<thead>
<tr>
<th><strong>Job Title:</strong></th>
<th>Provost’s Visiting Professor</th>
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<tbody>
<tr>
<td><strong>Department:</strong></td>
<td>To be determined depending on the field of the postholders</td>
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<tr>
<td><strong>Faculty:</strong></td>
<td>Within the appropriate Faculty: Engineering, Medicine, Natural Sciences or Business School</td>
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<tr>
<td><strong>Campus location:</strong></td>
<td>Primarily at the South Kensington and White City Campuses</td>
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<tr>
<td><strong>Job Family/Level:</strong></td>
<td>Academic Job Family, Professor Level</td>
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<tr>
<td><strong>Accountable to:</strong></td>
<td>Provost</td>
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<tr>
<td><strong>Key working relationship (Internal):</strong></td>
<td>Heads of the Departments, Academics within the Departments and Faculties, Deans of Faculties, Faculty Operating Officers, Departmental Managers, Assistant Provost (Equality, Diversity and Inclusion), Vice-Provosts, Vice-Deans, Director of Academic Services, and other senior staff across the College and the EDIC</td>
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<tr>
<td><strong>Key working relationship (external):</strong></td>
<td>Academic and Research Institutions, Government Bodies, Corporate Partners</td>
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<tr>
<td><strong>Working hours:</strong></td>
<td>As reasonably necessary but normally not less than 35 hours per week</td>
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<tr>
<td><strong>Contract type:</strong></td>
<td>Full-time, Fixed term between 6 and 12 months</td>
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2. Background of the post

The Provost’s Visiting Professor (PVP) programme is a new scheme designed to improve the diversity of our community by bringing to Imperial leading academics who will contribute to the community through scholarship teaching and programming aligned with their research.

Imperial is committed to realising a diverse and vibrant community to ensure that it can effectively pursue its mission of enduring excellence in research, education and innovation.

Visiting Professors will participate in the College by appointment in a host department, on the basis of both of their proposed research programme and their plans for engagement with the wider College community, through, for example, lectures and seminars in academic courses, well-publicised general-audience or public lectures, conducting workshops and meeting with students and staff across the campuses.
3. Key Specific Responsibilities/Duties

We are seeking individuals with an international reputation and expertise in their field of research with a sustained track record in attracting high levels of research funding and who have made distinctive and impactful contributions to their field. It is expected that individuals applying from another academic institution be of Professorial status.

Due to the nature of the PVP Programme, applicants will need to demonstrate evidence of contribution to the development and performance of colleagues through coaching and mentoring. Additionally, the Post-Holder must have the experience and capability to act as a role model in areas of research, teaching and management as appropriate.

We are looking for academics with established links to the UK.

We expect the post-holder to participate fully in College life, and support is objectives in equality, diversity, and inclusion. The PVP Professors will be visible to the community through lectures and seminars, and will actively engage students and staff across the College.

The key responsibilities are:

- Conduct high quality research and teaching in the post holder's field.
- Contribute to the development of excellent teaching, teaching methods and assessments in the department to enhance the quality of teaching.
- To reinforce the College's commitment to an open and rigorous academic community.
- To work across departments in their intellectual endeavours, and engaging all parts of the Imperial community, as well as the wider public.
- To facilitate engagement and development at pre-college, undergraduate, graduate, postdoctoral and faculty levels, with a view to increase the number of academics and students from underrepresented groups.
- To give lectures and seminars in academic courses, and public lectures, as appropriate.
- To conduct workshops and meeting with students and staff across the campuses.
- To make a significant contribution to building and establishing links between the appropriate departments and colleagues and between the College and the Post- HOLDERS' previous institution.
- To help the College build networks that will support recruitment of scholars with a focus on increasing applications from all sections of the community, particularly from underrepresented groups such as our Black and Minority Ethnic (BME) and female scholars.

Please note that 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.

4. Other key Responsibilities/Duties

Additional responsibilities of the Provost's Visiting Professor (PVP) programme may include further teaching and engagement with the wider College Community as agreed with the Provost and Head of Department.
## 5. Person Specification

Applicants will be assessed against the following person specifications, taking into account the level of the position for which they are applying:

**E – Essential: Requirements without which the job could not be done.**

**D – Desirable: Requirements that would enable the candidate to perform the job well.**

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<thead>
<tr>
<th>Requirements – Chair (Professor)</th>
<th>Essential (E) and Desirable (D)</th>
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<tbody>
<tr>
<td><strong>Education</strong></td>
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<tr>
<td>PhD in a relevant field</td>
<td>E</td>
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<tr>
<td><strong>Knowledge and Experience</strong></td>
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<tr>
<td>An international reputation and expertise in their field of research</td>
<td>E</td>
</tr>
<tr>
<td>Have made distinctive and impactful contributions to their field</td>
<td>E</td>
</tr>
<tr>
<td>It is expected that individuals, when from another academic institution, be of Professorial status</td>
<td>D</td>
</tr>
<tr>
<td>Experience and capability to act as a role model in areas of research, teaching and management as appropriate</td>
<td>E</td>
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<tr>
<td>An excellent record of research, evidenced by a portfolio of research publications, confirming international standing</td>
<td>E</td>
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<tr>
<td>Experience of supervision of higher degrees (PhD)</td>
<td>E</td>
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<tr>
<td>Experience of successfully developing and/or delivering programs or initiatives to address diversity/inclusion issues</td>
<td>D</td>
</tr>
<tr>
<td>Experience of demonstrating successful leadership or commitment around diversity/inclusion</td>
<td>E</td>
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<tr>
<td><strong>Skills and Abilities</strong></td>
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<td>Express ability and interest in working across departments in their intellectual endeavors, and engaging all parts of the Imperial community, as well as the wider public</td>
<td>E</td>
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<td>Ability to communicate well, conveying ideas and concepts clearly and effectively</td>
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<td>Excellent leadership skills</td>
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<tr>
<td>Ability to work within a multidisciplinary team</td>
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<tr>
<td>Collaborative and able to build and sustain effective working relationships, both internally and externally</td>
<td>E</td>
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<tr>
<td><strong>Personal attributes</strong></td>
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<tr>
<td>A willingness to engage in collaborative research</td>
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<tr>
<td>A commitment to high quality teaching and fostering a positive learning environment for students</td>
<td>E</td>
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<tr>
<td>A personal commitment to the vision and values of the College, including high quality teaching and research</td>
<td>E</td>
</tr>
<tr>
<td>Supportive, tolerant and a collaborative team player</td>
<td>E</td>
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<tr>
<td>A passion for promoting and evidence of active commitment to equality, diversity and inclusion</td>
<td>E</td>
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The Faculty of Engineering

The Faculty of Engineering is one of four faculties within Imperial College London and is led by the Dean, Professor Nigel Brandon OBE FREng FRS. The Faculty seeks to provide international leadership in engineering research and education and is widely recognised as a world-leading engineering school. Our departments consistently excel in prominent league table rankings, while the College as a whole enjoys similar success. 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, which 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 1,746 staff (421 academics, 828 researchers and 496 support staff) and 7,929 students (of whom around 1,700 are research students). The Faculty is a powerhouse in research across the engineering sciences, with research funding in excess of £100m per year.

The Faculty of Engineering is based at the South Kensington and White City campuses and comprises ten Departments covering all aspects of Engineering:

- Aeronautics
- Bioengineering
- Chemical Engineering and Chemical Technology
- Civil and Environmental Engineering
- Computing
- Design Engineering
- Earth Science and Engineering
- Electrical and Electronic Engineering
- Materials
- Mechanical Engineering
The Faculty of Medicine

The Faculty of Medicine was established in 1997, bringing together major West London medical schools into one world-class institution. It maintains close links with a number of NHS Trusts with whom it collaborates in teaching and research activities.

The Faculty is spread across several West London campuses, including South Kensington and the following hospital sites: Charing Cross, Chelsea and Westminster, Hammersmith, Northwick Park, Royal Brompton and St Mary's. The White City Campus (where the Faculty will also have a significant presence) is Imperial's major new campus in west London, bringing together world-class researchers, businesses and partners from academia to work, share ideas and turn cutting-edge research into benefits for society.

Although on several sites, its academic departments function as one Faculty, fully integrated within the College.

The Faculty of Medicine launched a new departmental structure from the start of the academic year 2019/20. This new structure was created by the Dean as part of the strategic vision for Medicine. The new structure was designed to enable 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.

The Faculty also hosts the cross-Faculty Institute of Global Health Innovation which is led by Professor the Lord Ara Darzi of Denham and Professor David Nabarro.

Faculty of Medicine Executive Team:
Dean of the Faculty of Medicine:
Professor Jonathan Weber
Vice-Dean for Institutional Affairs:
Professor Clare Lloyd
Vice-Dean for Research:
Professor Martin Wilkins
Vice-Dean for Education:
Mr Martin Lupton
Vice-Dean for International Activities:
Professor Desmond Johnston
Vice-Dean for Academic Development:
Professor Neil Ferguson
The Faculty of Natural Sciences

The Faculty of Natural Sciences enjoys an outstanding reputation for high-quality research and education. Employing over 1,200 staff, with approximately 4,600 students and with a research income in excess of £70 million, it is home to the departments of Chemistry, Mathematics, Physics, Life Sciences, as well as the Centre for Environmental Policy and the Grantham Institute – Climate Change and the Environment.

The College offers significant opportunities for cross-disciplinary collaborations and, in pursuing a truly multidisciplinary approach, the Faculty addresses some of the world’s most challenging problems. Research and education take place in a diverse and stimulating academic environment, located across three College campuses: South Kensington (central London), White City (west London) and Silwood Park (near Ascot in Berkshire).

The Faculty is led by the Dean, Professor Richard Craster, and is committed to continuing to attract and develop the highest quality students and staff for its successful undergraduate and postgraduate courses. The Faculty’s academics are highly regarded for their commitment to research-led learning and teaching and the volume and quality of their research. Cross-College interdisciplinary and inter-Faculty activities flourish, and enormous mutual benefit is gained from national and international alliances and collaborations with industry and with other institutions and organisations.
The Imperial College Business School

Imperial College Business School is part of the Imperial College London structure. It has over 75 academic staff, 20 research staff, and 190 professional support staff. It educates more than 1400 students in a variety of MBA, MSc, undergraduate and PhD programmes and has a considerable non degree Executive Education programme portfolio. The school was ranked in the top three Business Schools by the UK government’s recent Research Excellence Framework (REF). It is amongst just one per cent of business schools worldwide to have been accredited by the three largest, and most influential, business school accreditation associations: AASCB, AMBA and European Quality Improvement System. It is also one of the first business schools to receive a department level Bronze Athena SWAN award from the Equality Challenge Unit (ECU), in recognition of its commitment to tackling gender inequality in higher education.

Imperial College Business School has grown substantially in recent years, with major investment by Imperial College. The Business School has six core academic areas: analytics & operations management, economics & public policy, finance, innovation & entrepreneurship, marketing and strategy & organisational behaviour.

■ Analytics & Operations Management
Our academics do research in the areas of business analytics and the design and management of processes across the manufacturing and services sectors. Faculty research interests are broad, with expertise in services, pricing, transportation, manufacturing, supply chain, health, energy, retail, digital transformation, marketing, and finance.

■ Economics & Public Policy
We investigate a diverse range of topics including: the effect of government climate change policies on business; the contribution of knowledge assets to economic growth; determining fairness and value in the telecommunications industry; and how to improve the quality of service in the public sector. We have a particular focus in health economics and policy, studying incentives for individuals and health organisations. Our projects engage a range of different industries as well as researchers from across Imperial College London.

■ Finance
Our world-class researchers engage with, and disseminate research to, practitioners, policy-makers and academic colleagues to develop a more robust financial system. Our faculty regularly publish in the top financial economics journals and participate actively in world-renowned academic, industry and policy conferences. A number of high-level academic and practitioner conferences take place at the Business School, offering students, alumni and faculty the opportunity to network and shape the future of finance. Our well-cited academic research has international impact, while our students are regularly placed in top finance jobs in the private sector, international organisations and academia.

■ Innovation & Entrepreneurship
The advent of new technologies as well as ongoing social, environmental and organisational changes mean new approaches to innovation and entrepreneurship are needed and their effectiveness needs to be researched and validated. Faculty members are particularly interested in the core of themes of: spotting and leveraging entrepreneurial opportunities; managing the innovation process; building and operating entrepreneurial ecosystems; and commercialising science innovations.

■ Marketing
Our marketing projects examine a number of key challenges, from the differing notion of brand attachment to managing employee and customer behaviour, from marketing analytics and aggregating and understanding diverse information sources in decision-making, to the nature of purchase decisions. Our research offers important insights and solutions for firms and organisations in a range of industries.

■ Strategy & Organisational Behaviour
Researchers in this area are considering a variety of questions about what constitutes success across a range of different industries. These include: examining the rules and management of platform leadership; the social dynamics of adoption and its consequences for firms’ strategy and innovation; understanding the link between senior managerial style and firm strategy; and the effect of team selection processes on success.
7. Appraisal and Performance Review Systems

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

8. Office and Administrative Facilities

The post holder will have office facilities, including computer with internet access, and access to administrative support at the South Kensington and White City campuses.

9. Imperial Values

Imperial College is committed to equality of opportunity and to eliminating discrimination. All employees are expected to follow Imperial Values & Behaviours framework.

Our values are:
- Respect
- Collaboration
- Excellence
- Integrity
- Innovation

Employees are also required to comply with all College policies and regulations paying special attention to:
- Confidentiality
- Conflict of Interest
- Data Protection
- Equal Opportunities
- Financial Regulations
- Health and Safety
- Information Technology
- Smoking
- Private Engagements and Register of Interests

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. They must also undertake specific training and assume responsibility for safety relevant to specific roles, as set out on the College Website Health and Safety Structure and Responsibilities page.

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/

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: Find out more about animal research at Imperial

We are committed to equality of opportunity, to eliminating discrimination and to creating an inclusive working environment for all. We therefore encourage candidates to apply irrespective of age, disability, marriage or civil partnership status, pregnancy or maternity, race, religion and belief, gender identity, sex, or sexual orientation. We are an Athena SWAN Silver Award winner, a Disability Confident Leader and a Stonewall Diversity Champion.
10. Salary and Conditions of Service, including Benefits

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

The post will be commensurate at the Professor level of the Academic Job Family.

Contribution towards travel costs may be provided to the postholders.

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.

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 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.

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All staff have a probationary period of six months, with the exception of Assistant Professors, 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.

Total Remuneration Package

Our Total Remuneration Package (TRP) for staff is a key component of realising the College’s strategic aim. The TRP is the overall package of pay, recognition, pensions and other benefits by which we compensate staff for their contributions to Imperial’s mission.

The College supports many initiatives to support staff in their personal life (flexible working, private health insurance, staff networks, support staff, childcare and carers)

Benefits to support an active lifestyle and health initiatives, such as free health checks for over 50s and cycle to work scheme, whereby you apply for an interest free loan for the purchase of a bicycle to encourage cycling to work for fitness.

Childcare

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. We also have other affiliated nurseries located at other campuses. All staff working directly with children have specialist training, and children benefit from continuity of care.

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.
11. Applications

Our preferred method of application is online, on our website at the following link: Imperial Career’s site (select “Job Search”). Please apply online, uploading the relevant supporting documents:

- A full CV
- A personal statement that describes your previous teaching and research contributions and future teaching and research plans; including your vision for this role.

These documents should include:

- degrees (including universities and dates);
- past and present posts, list of publications;
- brief description of current and future research plans;
- teaching statement and evidence of teaching scores;
- 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.

Applicants should contact three referees before applying to ensure their willingness, if required, to provide a reference for your application.

Should you wish to discuss the post informally, please contact provost@imperial.ac.uk

For queries on the application process, please contact Maria Monteiro, Senior Appointments Manager:
Email: m.monteiro@imperial.ac.uk
Telephone: +44 (0)207 594 5498

Closing date:
31 January 2022