University of St Andrews

School of Geography and Sustainable Development

Lecturer - AC2375RMR

Further Particulars for Applicants

School of Geography and Sustainable Development

The School of Geography and Sustainable Development seeks to appoint a Lecturer with expertise in **population, space/place, and inequalities**. The post is relevant to candidates from backgrounds including Population Geography, Population Studies, Demography, Urban/Rural Geography, Economic Geography, Health Geography, Migration Studies, Quantitative Geography/Spatial Analysis. Expertise in migration (internal/international) and/or local population change is an advantage. The candidate will be required to engage in research-led teaching across the School's areas of expertise and degree programmes in Geography and Sustainable Development. We welcome applicants with specialisms in the Global South as well as the Global North. Candidates should have skills in quantitative methodologies.

The School of Geography and Sustainable Development is well known for world-leading research and teaching in Population Inequalities, Health Geography, Demographic Change, Environmental Change, Spatial Data Science and Sustainability. According to the Research Excellence Framework (REF) 2021, 94% of research by the School was classified as world-leading or internationally excellent. The School also has an outstanding reputation for high-quality teaching and was ranked fourth in the UK by The Guardian University Guide 2023, fourth by The Times Good University Guide 2023 and fifth by the Complete University Guide 2023. The School has 42 academic staff, 15 postdoctoral fellows and 42 PhD students, supported by two technicians and seven administrative staff.

The School has three overlapping research groups – Environmental Change (ECRG); Geographies of Society, Sustainability, Inequalities and Possibilities (GOSSIP); and Population and Health (PHRG) – and hosts the Bell-Edwards Geographic Data Institute, BEGIN. The successful applicant will join PHRG, which is home to nine academic staff and a team of postdoctoral researchers and PhD students. PHRG research covers a wide range of demographic/population topics pertinent to the geography and sustainable development profile of the School, including the analysis of family and fertility dynamics; life course choices; internal and international migration; ethnicity and minority populations; health and mortality; and population inequalities (http://www.st-andrews.ac.uk/gsd/research/phrg/). The group combines expertise in demographic and longitudinal data analysis; population projections; spatial and geographical analysis; and qualitative and mixed methods. There are a number of ongoing research projects funded by UK research councils and the European Commission. The group hosts ESRC Centre for Population Change & Connecting Generations (https://www.cpc.ac.uk/research_programme/connecting_generations/). The successful candidate will engage with School Strategy (School of Geography and Sustainable Development Strategic Plan 2021-2026.pdf (st-andrews.ac.uk)), as well as contribute to the University's Strategy (https://www.st-andrews.ac.uk/about/governance/university-strategy/).

Applicants should include a cover letter that outlines how their research and teaching fits the advertised area and will bring something new to the School. They are also asked to describe how they have sought to make a difference to the world with their work.

The job description for this role is attached below.

<table>
<tr><td colspan="2" align="center">**Job Description**</td></tr>
<tr>
<td>Job Title: Lecturer</td>
<td>Working Hours: Full time / 36.25 hours per week</td>
</tr>
<tr>
<td>School/Unit: School of Geography and Sustainable Development</td>
<td>Grade/Salary Range: Grade 7/£45,585 - £56,021 per annum</td>
</tr>
<tr>
<td>Reporting to: Head of School</td>
<td>Reference No: AC2375RMR</td>
</tr>
<tr>
<td>Job Family: Academic (Teaching and Research)</td>
<td>Start Date: As soon as possible</td>
</tr>
</table>

Main Purpose of Role

This position is intended to strengthen the School of Geography and Sustainable Development's record of excellence in the production and dissemination of original and innovative research, and the provision of outstanding teaching by:

- Conducting, publishing and otherwise disseminating original research in/across the advertised areas (population, space/place, inequalities).

- Enhancing the School's research culture by attracting external research funding and doctoral and postdoctoral researchers.

- Teaching classes and delivering lectures to geography and sustainable development undergraduate and taught postgraduate students, as well as supervising dissertations and doctoral theses as required.

- Having an active interest in pedagogical innovation, curricular design, and teaching leadership at undergraduate and postgraduate level.

- Contributing to the effective administration and management of the School's activities.

Key Duties and Responsibilities

1. Publish papers in high quality journals and other prestigious outlets.
2. Play an active role in the PHRG and engage in collaborative research with academic staff in other SGSD research groups and/or other Schools in the University.
3. Deliver lectures, seminars, tutorials and computer lab classes to undergraduate and postgraduate students.
4. Devise and assess coursework and examinations for undergraduate and postgraduate classes and provide feedback to students.
5. Devise and deliver specialist modules at honours and taught postgraduate levels related to your own research interests.
6. Supervise and examine dissertations and projects in your specialist area – final year, Masters and doctoral theses.
7. Recruit and supervise PhD students.
8. Apply for and win external research funding.
9. Engage with the School's EDI (Equality, Diversity, Inclusion) agenda.
10. Undertake administrative roles and management functions as required by the Head of School.

11. Participate in committees and working groups within the School, the Faculty and the University as may be required.

12. Play an active role in building inter-disciplinary links across the University.

Please note, you must have the ability to spend short periods away (up to one week) from St Andrews on field trips.

Please note that these job descriptions are not exhaustive, and the role holder may be required to undertake other relevant duties commensurate with the grading of the post. Activities may be subject to amendment over time as the role develops and/or priorities and requirements evolve.

Person Specification

This section details the attributes e.g. skills, knowledge/qualifications and competencies which are required in order to undertake the full remit of this post.

Attributes	Essential	Desirable	Means of Assessment
Education & Qualifications	PhD in Geography or a cognate social science discipline		Application (CV/letter), references, and certificates
Experience & Knowledge	Peer-reviewed publications in high quality international journals Internationally relevant research in/across the advertised areas (population, space/place, and inequalities) that augments research in the School In-depth knowledge of quantitative methodologies, as appropriate to area Awareness of substantive external research funding and credible plans for the active pursuit of research grants University teaching experience in one or more of the advertised areas. Ability and willingness to contribute to our broad undergraduate degree	Experience in advanced individual level population analysis Experience in spatial analysis Experience in area level methods/analysis (qualitative and/or quantitative) Experience either in population projections and simulations or in mixed methods approaches Experience of PhD (co)supervision Evidence of success in attracting research grants and delivering on externally-funded research projects Evidence of the dissemination of research to non-academic users	Application (CV/letter) / references / presentation / interview

	programmes in Geography and/or Sustainable Development Evidence of participation in relevant academic and professional associations/bodies/activities	Some knowledge of issues and challenges facing universities in such areas as curriculum design, course assessment, quality assurance, enhanced student experience etc	
Competencies & Skills	Effective communicator (orally and in writing) Ability to communicate complex, theoretical and technical ideas and material in an engaging and intelligible way to non-specialist audiences Collegiality/willingness to work in a collaborative academic environment Ability to write code in a statistical package (e.g. Stata, R, SPSS, SAS or Python)	Ability to lead a research initiative Aptitude and effectiveness in departmental/ institutional administrative tasks	Application (CV/letter) / references / presentation / interview

Essential Criteria – requirements without which a candidate would not be able to undertake the full remit of the role. Applicants who have not clearly demonstrated in their application that they possess the essential requirements will normally be rejected at the shortlisting stage.

Desirable Criteria – requirements which would be useful for the candidate to hold. When short-listing, these criteria will be considered when more than one applicant meets the essential requirements.

How to apply

We encourage applicants to apply online at www.vacancies.st-andrews.ac.uk/welcome.aspx.

If you have difficulties in completing the online application form, please call +44 (0)1334 462571 or contact vacancies@st-andrews.ac.uk for an application pack.

In addition to the online form, a complete application should consist of:

- Letter of application that outlines how their research and teaching augments activity in the school. Applicants are also asked to describe how they have sought to make a difference to the world with their work.
- CV
- Names and contacts of three referees

For all applications, please quote ref: AC2375RMR

Interviews will be held on 16 May 2024.

We encourage applicants to apply online at www.vacancies.st-andrews.ac.uk/welcome.aspx, however if you are unable to do this, please call +44 (0)1334 462571 for a paper application form.

For all applications, please quote ref: AC2375RMR

Informal enquiries can be directed to: Prof Dan Clayton, gsdhos@st-andrews.ac.uk (Head of School), Prof Hill Kulu, Hill.Kulu@standrews.ac.uk (Convenor of the PHRG), or Prof Nissa Finney, Nissa.Finney@st-andrews.ac.uk (Director of Research).

Equality, diversity and inclusion are at the heart of the St Andrews experience. We strive to create a fair and inclusive culture demonstrated through our commitment to diversity awards (Athena Swan, Carer Positive, LGBT Charter, Race Charters and Stonewall). We celebrate diversity by promoting profiles of BAME, LGBTIQ+ staff and supporting networks including the Staff BAME Network; Staff with Disabilities Network; Staff LGBTIQ+ Network; and the Staff Parents & Carers Network. Full details available online: https://www.st-andrews.ac.uk/hr/edi/

The School of Geography and Sustainable Development holds an Athena SWAN Bronze award and is fully committed to equality, diversity and inclusion. More information can be found at https://www.st-andrews.ac.uk/geography-sustainable-development/equality-diversity/.

The University of St Andrews is a charity registered in Scotland (No SC013532).

Obligations as an Employee

You have a duty to carry out your work in a safe manner in order not to endanger yourself or anyone else by your acts or omissions.

You are required to comply with the University health and safety policy as it relates to your work activities, and to take appropriate action in case of an emergency.

You are required to undertake the Information Security Essentials computer-based training course and adhere to its principles alongside related University Policy and Regulations.

You are required to undertake all mandatory training as deemed appropriate by the University for your role.

You are responsible for applying the University's equality and diversity policies and principles in your own area of responsibility and in your general conduct.

You have a responsibility to promote high levels of customer care within your own area of work/activities.

You should be adaptable to change, and be willing to acquire new skills and knowledge as applicable to the needs of the role.

You may, with reasonable notice, be required to work within other Schools/Units within the University of St Andrews.

You have the responsibility to engage with the University's environmental sustainability strategy, committing the University to reach net-zero by 2035.

You are required to engage with the technology, systems and communication channels necessary for you to undertake your work and must update your personal details via HR Self Service whenever there is a change.

Employees with staff management responsibilities must familiarize themselves with appropriate policies.

Who Are We? St Andrews At a Glance

- The third oldest university in the English-speaking world.

- Ranked top UK university in the Guardian University Guide 2024.

- Ranked number one in the UK in the Times and Sunday Times Good University Guide 2024.

- Students at the University of St Andrews are more positive about their education than students at any other mainstream university in the National Student Survey 2023.

- The University of St Andrews is Scotland's top university and one of the top four universities in the UK in The Complete University Guide 2024.

- The University is top in the UK for Teaching Quality in the Daily Mail University Guide 2024.

- Research-intensive, more than 88% of research carried out by the University of St Andrews is world-leading or internationally excellent (Research Excellence Framework 2021).

- Athena SWAN Bronze Award holder

- A Strategy founded on ambition to be World-Leading, Diverse, Global, Entrepreneurial and Sustainable all underpinned by a commitment to socially responsibility.

- A community of 10,000 students and 3000 staff.

- Highly international – more than 30% of students and staff are from outwith the UK

- A non-campus university, closely integrated with the ancient town of St Andrews

- Top quality sports, music and nursery facilities for staff and students

University of St Andrews

Founded in the 15th century, St Andrews is Scotland's first university and the third oldest in the English-speaking world. The University of St Andrews is one of Europe's most research-intensive seats of learning. It is one of the top-rated universities in Europe for research, teaching quality, and student satisfaction.

Today, under the leadership of Principal and Vice-Chancellor Professor Dame Sally Mapstone FRSE, the University's Strategy is to broaden its global influence, with a focus on diversity, building a culture of entrepreneurship, research excellence, and social responsibility.

St Andrews is committed to broadening digital education, enhancing the experience of our on-campus students, while bringing a St Andrews education to much wider global community.

From climate science and sustainable development to energy ethics and grass-roots level action across all the communities in which it operates, sustainability is at the heart of the University's Strategic vision. World-leading research on sustainability is taking place across the breadth of the University, with researchers addressing key questions on the defining issue of our generation.

The University has set an ambitious target of carbon net zero by 2035, ten years ahead of the Scottish Government's 2045 target.

St Andrews is ranked as the top university in the UK in *The Guardian Guide 2024*, and *The Times and Sunday Times University Guide 2024*. The *Complete University Guide 2024* ranks St Andrews as the top university in Scotland, and fourth in the UK.