



Assistant Professor in Primatology

Department	Anthropology
Grade	Grade 7/8
Salary Range	£32,044 - £46,924
Closing Date	03 November 2017 at midday
Position Type	This role is full time but we will consider requests for flexible working arrangements including potential job shares

Overview

Durham University

Durham University is one of the world's top universities with strengths across the Arts and Humanities, Sciences and Social Sciences. We are home to some of the most talented scholars and researchers from around the world who are tackling global issues and making a difference to people's lives.

The University sits in a beautiful historic city where it shares ownership of a UNESCO World Heritage Site with Durham Cathedral, the greatest Romanesque building in western Europe. A collegiate University, Durham recruits outstanding students from across the world and offers an unmatched wider student experience.

Less than three hours north of London, and an hour and a half south of Edinburgh, County Durham is a region steeped in history and natural beauty. The Durham Dales, including the North Pennines Area of Outstanding Natural Beauty, are home to breathtaking scenery and attractions. Durham offers an excellent choice of city, suburban and rural residential locations. The University provides a range of benefits including pension and childcare benefits and the University's Relocation Manager can assist with potential schooling requirements.

Durham University seeks to promote and maintain an inclusive and supportive environment for work and study that assists all members of our University community to reach their full potential. Diversity brings strength and we welcome applications from across the international, national and regional communities that we work with and serve.

The Department

Durham Anthropology is one of the very best in the UK with an outstanding reputation for excellence in teaching, research and employability of our students, being 35th in the QS World Rankings, eighth in the Complete University Guide, and one of the UK's top five anthropology departments for graduate prospects. The Department of Anthropology has a vibrant research culture with many visitors, seminars, global conferences and workshops, and is set to grow significantly over the next ten years. We were the top-ranked integrated Anthropology department in the 2014 Research Excellence Framework, being fifth in the UK for overall GPA (*Times Higher Education*), first equal for world leading and internationally excellent Impact and Research Environment, and second equal for world leading publications. Our undergraduate and graduate degree programmes have very high-quality

students. Each year, we welcome over 100 undergraduate students onto our single honours programmes and ~30 students onto our joint honours degrees with the Department of Archaeology and the Department of Sociology. Our postgraduate taught degrees attract ~50 students from around the world each year, and we have a postgraduate research student community of ~75, again with substantial international representation. We aim to provide a supportive and friendly environment with a strong sense of community. Currently there are more than 30 permanent members of academic staff, conducting world class excellent research in Evolutionary Anthropology, Social Anthropology and the Anthropology of Health.

The Department of Anthropology is co-located in the Dawson Building with the Department of Archaeology, which has extensive practical and laboratory facilities, including modern and ancient DNA laboratories and an isotope laboratory. The Department of Anthropology itself houses the Bilborough Lab for palaeoanthropological and morphometric research, the Physical Activity Lab, and Sleep Lab, and has plans to move its Endocrinology and Ecology Lab into the Dawson Building in 2017-18. The Department also supports the Anthropology Field Station based in the Soutpansberg Mountains of South Africa.

The role

The Department of Anthropology seeks to appoint an outstanding candidate at Assistant Professor (Lecturer) level to consolidate its strengths in primate evolution, behaviour and ecology. As a result of significant investment through RCUK and HEFCE funding, the Department now has vibrant research programmes in the behaviour, ecology and evolution of Old World monkeys, and comparative and phylogenetic approaches to primate adaptation and evolution. We welcome applications from exceptional scholars with research and teaching interests that strengthen, complement and synergise with existing interests of members of the Evolutionary Anthropology Research Group (EARG).

EARG has been highlighted in the last two UK research assessments as a significant centre of world-leading research, and this research currently includes non-human primate evolution, ecology and behaviour, cognitive and brain evolution, cultural evolution, palaeoanthropology and evolutionary approaches to human health.

Durham Anthropology prides itself on being able to integrate diverse subfields of Anthropology in teaching and research, and the successful individual will contribute to the Department of Anthropology's continuing growth and development as a leading centre for research and teaching in broad-based anthropology. Preference may thus be given to candidates who have demonstrated an ability to collaborate across academic boundaries, and the successful applicant will be welcome to join the Social Anthropology Research Group and/or the Anthropology of Health Research Group as well as EARG. The Department's strong commitment to interdisciplinarity extends outside Anthropology to long-standing collaborations with other Departments. Particularly strong links relevant to primatology exist with Biosciences and Psychology, and the successful candidate will be encouraged to develop appropriate collaborations outside the Department as well as within it.

Members of academic staff receive financial support for conference travel and are entitled to apply for research leave for 1 in 7 terms. The post holder will be responsible to the Head of the Department of Anthropology.

The successful applicant will, ideally, be in post by 1 August 2018.

The requirements

For this Assistant Professorship we are keen to invite applications from exceptionally promising individuals who want to develop their academic career at Durham. Applications are particularly welcome from women and black and minority ethnic candidates, who are under-represented in academic posts in the University. Applicants must have a good first degree and a PhD in Anthropology, Primatology, Zoology, or a related discipline, with a clear research focus on primatology. As well as demonstrating research excellence in the field of primatology, applicants should also have the ability to teach our students to an exceptional standard and to fully engage in the services, citizenship and values of the University. The University provides a working and teaching environment which is inclusive and welcoming and where everyone is treated fairly with dignity and respect. Candidates will be expected to demonstrate these key principles as part of the assessment process.

Candidates applying for a grade 7 post will have recently completed their PhD or have submitted it for examination, with a clear expectation that the PhD will have been awarded by the post start date. Candidates in the early stages of their career should be able to demonstrate the capacity for international-level research achievement; while they may have limited direct experience of the requirements for the post, they must outline their experience, skills and achievements to date which demonstrate that they meet or that they have the potential to achieve the essential criteria. Candidates applying for a grade 8 post must be able to demonstrate a track record relating to or proven ability in each of the essential criteria.

Essential Criteria

Candidates must have capacity for and be progressing towards the independent development of internationally excellent research that produces high quality outcomes, including some work that is recognised as world class. Candidates must demonstrate the development and delivery of high quality teaching that contributes to providing a high quality learning environment and curricula which enable students to achieve their potential. Candidates must actively engage with the administrative requirements of the Department and positively contribute to fostering a collegial environment, as well as demonstrating their commitment to equality, diversity and inclusion.

Essential Criteria	Grade 7	Grade 8
1. A good first degree and a doctorate in Anthropology, Primatology, Zoology, or a related discipline.	Doctorate completed or under examination; if under examination at the time of application it is expected that the PhD will have been awarded by the start date for the post.	Completed doctorate.
2. Knowledge and research interests in primatology and anthropology more generally.	A track record of specialised knowledge and research interests that complement and enhance the work of the Department in primatology, and a track record or evidence of potential to contribute to anthropological activities more generally.	A track record of specialised knowledge and research interests that complement and enhance the work of the Department in both primatology and anthropology more generally.

3. Undertaking research which has the potential to shape the disciplinary agenda and/or create public benefit or impact in terms of individual or societal wellbeing or the economy outside the academic community.	A track record of or evidence of potential for undertaking research which has the potential to shape the disciplinary agenda and/or create public benefit or impact in terms of individual or societal wellbeing or the economy outside the academic community.	A track record of undertaking research which has the potential to shape the disciplinary agenda and/or create public benefit or impact in terms of individual or societal wellbeing or the economy outside the academic community.
4. High quality research outputs.	Evidence of completion of journal articles or book chapters of likely 3* quality in relation to the UK Research Excellence Framework (the number of such outputs to be in-line with the candidate's experience as an independent researcher, and the paper(s) should at least be under review with an internationally reputable journal(s).	Evidence of a recognised and sustained publication record in high quality international journals, including journal articles or book chapters of likely 3* quality in relation to the UK Research Excellence Framework.
5. Ability or willingness to supervise PhD students.	Experience, skills and/or achievements that demonstrate experience of or the potential to provide excellent supervision for PhD students	A proven ability to provide excellent supervision for postgraduate research students.
6. Ability to generate income for research projects.	Experience, skills and/or achievements that demonstrate experience of or the potential and willingness to develop successful research project proposals	A proven ability to generate external funding for research projects, and to develop and lead research projects.
7. A commitment to excellent teaching.	Experience of University-level lecturing, small group teaching and assessment in anthropology, with evidence of excellent teaching evaluations.	Considerable experience of University-level lecturing, small group teaching and assessment in anthropology, with evidence of excellent teaching evaluations.
8. An ability and willingness to teach both within the candidate's specialist research area and more generalist courses in biological / evolutionary anthropology.	Enthusiasm for research-led and more general anthropology teaching, showing experience of anthropological teaching or potential to undertake it.	Enthusiasm for research-led and more general anthropology teaching, showing experience of anthropological teaching.
9. Ability or willingness to take administrative responsibilities and participate actively as a citizen and ambassador of	A track record of or willingness to take administrative responsibilities and participate actively as a citizen and ambassador of	Track record in undertaking administrative duties, and the willingness to take administrative responsibilities and

the Department of Anthropology.	the Department of Anthropology.	participate actively as a citizen and ambassador of the Department of Anthropology.
10. Understanding of / engagement with diversity issues in higher education and a commitment to widening participation.	Show understanding of diversity issues of in higher education and a commitment to widening participation.	A track record of engaging with diversity issues and widening participation in higher education.

Desirable criteria

The desirable criteria for this post (for which candidates should provide evidence of some if not all criteria) are:

Desirable Criteria	Grade 7	Grade 8
1. Willingness to engage with the impact agenda.	An understanding of the impact agenda and a track record of engagement (or potential for engagement) with users of research and the generation of public benefit.	An understanding of the impact agenda and a track record of engagement with users of research and the generation of public benefit.
2. A recognised HE teaching qualification.	PGCHE or equivalent and Fellowship of the HEA, or the potential and willingness to obtain these.	PGCHE or equivalent and Fellowship of the HEA.

How to Apply

We prefer to receive applications online. For this role we are working with our partner organisation TMP (UK) Limited and your application will initially be submitted to TMP (UK) Limited via our website.

Please be clear within your application whether you are applying for the post at a grade 7 or grade 8 level.

Applications are particularly welcome from women and black and minority ethnic candidates, who are under-represented in academic posts in the University.

Please note that in submitting your application, both Durham University and TMP (UK) Limited (working on behalf of the University) will be processing your data.

What to Submit

All applicants are asked to submit the documents below in support of their application. Wherever possible please upload a PDF. If this is not possible, please upload in the format of a widely used file type from Microsoft Office (but not Powerpoint) or Microsoft Open.

Please limit the file size as much as possible, aiming for a 3Mb file size limit. If you require assistance with the submission of your application, please do not hesitate to contact TMP (UK) Limited using the contact details below.

- A CV and covering letter, which detail experience, strengths and potential in the requirements above, with the application form.
- A 1–2 page ambitious personal research plan including clear indication of the four written pieces planned for submission to the next Research Excellence Framework (REF2020/21).
- A 1 page teaching plan outlining how they would contribute to the Department's teaching programme.
- PDFs of two of your most significant pieces of work, at least one of which should be suitable for consideration for submission in REF2020/21.

Referees

You should provide details of 3 academic referees and the details of your current line manager so that we may seek an employment reference (if they are not listed as an academic referee). Please note:

- We shall (via our colleagues at TMP (UK) Limited) seek the academic references during the application process. Academic referees should not (if possible) include your PhD supervisor(s) and a majority should be from a University other than your own (save for early career applicants applying for their first post). We would ask that you alert your academic referees to this application as soon as possible so that we can quickly obtain references should you be progressed to the long list stage. Please note that it is our usual practice to provide a copy of your CV to your referee. If you do not consent to us sending your CV to your referees or if you do not wish (some or all) of your referees to be approached during the recruitment process; you must clearly indicate this to us at the time of your application.
- Academic references sought for long-listed candidates may be made available to the panel during the shortlisting process.
- We will seek a reference from your current line-manager if we make you an offer of employment (albeit you may have also nominated your line manager as an academic referee). Please clearly indicate which referee is your current line-manager and please let us know if we should only approach them once an offer has been made.

For informal enquiries please see the contact information below. All enquiries will be treated in the strictest confidence.

Contact Information		
Contact information for technical difficulties when submitting your application		
<p>If you encounter technical difficulties when using the online application form, please send your name along with a brief description of the problem you're experiencing to academic.talent@durham.ac.uk</p> <p>You could also ring on 0117 923 4454 from the UK, or +44 117 923 4454 if overseas. This number operates during the hours of 8am and 8pm UK time. We advise that you send enquiries by email.</p> <p>We will aim to follow up within one working day (Monday to Friday, excluding UK public holidays). This service is being provided by our partner, TMP (UK) Limited who will respond to your technical enquiry.</p>		
University contact for general queries about the recruitment process		
Miss Natalie McNeil Recruitment and Resourcing Administrator Faculty of Social Science and Health	For general queries	Natalie.r.mcneil@durham.ac.uk +44 (0) 191 334 6415
Department contact for academic-related enquiries		
Dr Stephen Lyon	For academic or department related queries	s.m.lyon@durham.ac.uk

Next Steps

All applications will be considered; our usual practice is for colleagues across the Department to read the submitted work of long-listed candidates.

Short-listed candidates will be invited to the University and will have the opportunity to meet with key members of the Department. The assessment for the post will include a presentation on research and teaching to staff and research students, discussions with Departmental members, and an interview with senior staff. We anticipate that the assessments will take place in February with interviews currently planned for 14 February 2017, albeit this is subject to change.

In the event that you are unable to attend in person on the date offered, it may not be possible to offer you an interview on an alternative date.