**JOB DESCRIPTION**

1. **JOB TITLE:** Professor of Microbiology/Molecular Biology

2. **HRMS REFERENCE NUMBER:** HR14282

3. **ROLE CODE:** FINPROF

4. **DEPARTMENT:** Institute of Medicine

5. **ORGANISATION CHART:**

6. **JOB PURPOSE:**
   The role holder is required to be a leading authority in microbial genetics. They will help drive the development and implementation of the Institute’s research and scholarship strategy and co-ordinate research activity within medical microbiology and molecular biology.

   The University will ensure that professorial titles are awarded on merit. Evidence of exceptionally high academic standing is required and the University will give consideration both to internal and external criteria including research, professional standing, teaching, and academic leadership. Candidates will be expected to have a made a recognised, sustained contribution to their field and/or discipline, and normally to have developed an impressive profile of research and appropriate publications or other outputs of national and international standing in addition to evidence of innovative curriculum development, a distinguished record of teaching, and proven academic and institutional leadership.

   In particular we are looking for an individual with research interests in developing yeast and fungal models of human disease. The post-holder will be expected to:

   - Lead on microbiology and molecular biology curriculum development for both undergraduate and postgraduate medical programmes in the Institute of Medicine at Chester.
   - To contribute to the delivery of microbiology and molecular biology in undergraduate and postgraduate programmes.
• To develop and implement teaching and learning initiatives and support undergraduate and postgraduate research dissertations in the microbiology and molecular biology area.
• To develop an individual research programme and lead in microbiology and molecular research and research supervision within the Institute.

7. BACKGROUND INFORMATION:
The forming of the Institute of Medicine has been an exciting new initiative at the University of Chester. The Institute of Medicine (IoMed) will operate across Cheshire and Shropshire with primary centres in Chester and University Centre Shrewsbury. The Institute has four key functions with underpinning objectives:

7.1 Education
• Develop and deliver medically focused Postgraduate Educational programmes.
• Develop and deliver Continuous Professional Development programmes suitable for medical and other health and social care professions.
• Development of a General Medical Council accredited and Health Education England approved and commissioned undergraduate Medical Curricula.
• Developing strategic partnerships that establish the opportunities, structures and processes to allow the creation of a new Medical School.

7.2 Research
• Provision of high quality research degree supervision.
• Develop and collaborate on research programmes with the Countess of Chester Hospital and other Hospital Trusts, Community Health Providers and General Practice that have relevance at local, regional, national and international levels.

7.3 Innovation
• Establishing publishing ventures in Medicine and related fields.

7.4 Clinical Enterprises
• Developing and delivering appropriate and relevant clinical service.

The successful candidate will join a growing team in this exciting area and will be expected to contribute positively to the development of a new medical curriculum.

8. WORK PERFORMED AND/OR KEY RESULT AREAS:

8.1 Communicating Effectively
• Disseminate conceptual and complex ideas to a wide variety of audiences using appropriate media and methods to promote understanding.
• Be routinely involved in complex and significant negotiations both within the University and with external bodies.
• Prepare and submit proposals and applications to external bodies e.g. for funding and accreditation purposes.
• Provide advice to external bodies as appropriate.
• Deliver presentations at national and international conferences and similar events.

8.2 Leadership and Working Collaboratively
• Play a major role in developing a sustainable research ethos within the department and facilitate the development and involvement of lecturing staff and emerging researchers.

8.3 Liaison and Networking
• Liaise with colleagues to develop and promote research across the Faculty.
• Lead and develop internal and external networks to foster collaboration, share ideas and promote the subject e.g. lead collaborative partnerships with other educational institutions or other bodies.
• Participate in institutional decision making and governance.
• Act as an ambassador to promote the work of the department in the subject area both nationally and internationally.
• Contribute to the management of quality, audit and other external assessment (e.g. Research Assessment Exercises).
• Develop links with external contacts such as other educational and research funding bodies, employer, professional bodies and other providers of funding and research initiatives to generate income.

8.4 Delivering a High Quality Standard of Service
• Set performance standards and establish monitoring procedures to keep track of progress across different aspects of work and provide input to longer term planning in collaboration with the designated SMT member responsible for research, solving problems and providing advice and contributing to decisions in this area, which may have a significant impact on the University.

8.5 Effective Decision Making
• To make decisions independently in undertake own workload.
• To make decisions collaboratively with the research team.
• To provide advice and guidance to the Dean of Faculty as appropriate.

8.6 Planning and Organising Self and Others
• Lead and work with others as part of a research team, ensuring staff are suitably qualified to work within the area.
• Take responsibility for the operational planning and organisation of research projects; co-ordinating the relevant staff and managing the project.
• Plan and deliver research, consultancy or similar programmes and ensure that resources are available and efficiently deployed.
• Act as principal investigator and project leader.
• Contribute to the organising and deployment of resources within own areas of responsibility, and actively contribute to the overall management of the department in areas such as budget management and business planning.

8.7 Innovation and Improvement (Effective Problem Solving)
• Initiate new and original solutions to problems by developing creative approaches to respond to teaching and research challenges.

8.8 Analysis and Research
• Lead and support the development and implementation of research and scholarly development strategy to significantly increase the amount and diversity of research income and research outputs.
• Lead and coordinate research activity in the subject including determining relevant research objectives and preparing research proposals.
• Promote and facilitate recruitment and supervision of increased numbers of Doctoral, Post-Doctoral research Fellows and PhD students.
• Supervise postgraduate research students and contribute to their generic training needs.
• Lead in the relevant field of research specialism and continue to gain peer esteem in a national and international context.
• Inspire colleagues to realise their research potential, to act as a referee and contribute to peer assessment.
• Develop new avenues of research including leading bids for research grants, contracts and/or consultancies and other additional funds.
• Identify gaps in existing international research knowledge, formulating questions that are of significance & developing new methodologies.
• Continue to update knowledge and understanding in field or specialism and seek practical application of research findings.

8.9 Sensory and Physical Demands
• As expected for office or field based research.

8.10 Work Environment
• Responsible for health and safety in own area of responsibility.
• Ensure that appropriate risk management processes are operational
• Understand and apply the principle of equality of opportunity in an academic context.

8.11 Pastoral Care and Welfare
• To act as a PAT

8.12 Team Development
• Where appropriate, to advise and appraise staff on personal and career development.
• Provide first line support for appropriate colleagues, referring them to sources of further support if required.
8.13 Teaching and Learning Support

- Develop innovative approaches to the learning experience and the curriculum; originate content and methodology to teach students both during specific or specialised lectures as well as part of a series of lecturers within a particular academic discipline or specialism, teaching across the breadth or depth of the subject.
- Transfer knowledge including practical skills, methods and techniques
- Monitor performance, give feedback and guidance as well as challenging thinking and fostering debate; encourage the development of intellectual reasoning and rigour.

8.14 Knowledge and Experience

- See person specification below

8.15 General

This job description outlines the main duties and responsibilities of the post when held as the substantive grade. The holder may be required to undertake other duties and responsibilities, commensurate with the grade of the post, properly directed by the line manager. These variations will not change the general character of the post or level of responsibility entailed. If the role is held in conjunction with a managerial post at the same grade then the balance between the job descriptions will be agreed with the line manager.

This job description is a guide to the work the role holder will be required to undertake. It may be amended from time to time, to meet changing circumstances, by mutual agreement. It is expected the job description will be reviewed regularly by the role holder and the line manager during the Staff Development Interview. Where appropriate an agreed amended job description will be produced by HRM Services.

- To undertake any other duties commensurate with your grade, and/or hours of work, as may reasonably be required of you.
- To take responsibility for upholding and complying with the University’s Equality and Diversity policies and for behaving in ways that are consistent with fair and equal treatment for all.
- To comply with all University Health and Safety policies.
## PERSON SPECIFICATION

**Job Title:** Professor of Microbiology/Molecular Biology  
**Department:** Institute of Medicine

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<thead>
<tr>
<th>Criteria</th>
<th>Essential / Desirable</th>
<th>Method of identification</th>
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<tbody>
<tr>
<td><strong>Qualifications:</strong></td>
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<tr>
<td>A good undergraduate degree and a postgraduate degree at Doctorate level or equivalent professional experience in microbiology/molecular biology or related subject.</td>
<td>Essential</td>
<td>Application form</td>
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<td>Membership of appropriate academic and professional networks.</td>
<td>Essential</td>
<td>Application Form</td>
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<td>Teaching qualification/Fellowship of HEA (or willingness to work towards)</td>
<td>Essential</td>
<td>Application Form</td>
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<tr>
<td>Evidence of national professional standing (e.g. Nationally recognised Fellowship or similar nationally recognised accolade or national /international professional body/subject association position).</td>
<td>Essential</td>
<td>Application Form</td>
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<td><strong>Proven Experience:</strong></td>
<td>Essential</td>
<td>Application form, interview</td>
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<td>Normally a national and international record of excellence in research and publication or exceptionally, experience in the candidates field regarded as equally appropriate.</td>
<td>Essential</td>
<td>Application form, interview</td>
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<td>Demonstrable experience of developing an academic or other intellectual community and evidence of impact.</td>
<td>Essential</td>
<td>Application form, interview</td>
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<td>Demonstrable experience of some of the following:</td>
<td>Essential</td>
<td>Application form, interview</td>
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<td>• successful institutional leadership and management activities, educational innovation and strategy at a nationally recognised level,</td>
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<td>• learning method development,</td>
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<td>• pedagogic research,</td>
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<td>• promotion of staff development,</td>
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<td>• innovative curriculum development,</td>
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<td>• leading successful income generation/funding bid applications and project teams,</td>
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<td>• external activities (such as external examiner; validation; or quality assessor/auditor roles)</td>
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<tr>
<td>A record of successful supervision of postgraduate research students.</td>
<td>Essential</td>
<td>Application form, interview</td>
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| **Externally recognised, leading authority in the subject area with a considerable national or international reputation.** | Essential | Application form, interview |
| **Possess in-depth understanding or own specialism to enable the development of new knowledge, innovation and understanding within the field.** | Essential | Application form, interview |
| **Possess a thorough understanding of institutional management systems and the wider higher education environment, including equal opportunities issues.** | Desirable | Application form, interview |
| **The proven ability to attract research grants, contracts and/or consultancies.** | Essential | Application form, interview |

| **Delivering academic and service excellence:** | Essential | Application form, interview |
| **The ability to conduct high quality research in microbiology/molecular biology** | Essential | Application form, interview |
Essential Requirements are those, without which, a candidate would not be able to do the job. Applicants who have not clearly demonstrated in their application that they possess the essential requirements will normally be rejected at the shortlisting stage.

Desirable Requirements are those that would be useful for the post holder to possess and will be considered when more than one applicant meets the essential requirements.

Method of identification is where the selection panel will match the candidate’s skills and abilities to the required criteria outlined (i.e. application form, interview, test)
MEDICAL EXAMINATION
Successful candidates will be required to complete an occupational health questionnaire, and may be required to undergo a medical examination.

ESSENTIAL CERTIFICATES
Short-listed candidates will be asked to bring to interview, proof of qualification as outlined on the Job Description and Person Specification provided. Upon appointment, copies of essential certificates will be required by HRM Services.

PENSION SCHEME
All academic staff will be enrolled in the Teachers’ Pension Scheme from their first day of employment, in accordance with the scheme rules. If staff do not wish to remain a member of the scheme, they will be entitled to opt out after enrolment.

EQUAL OPPORTUNITIES
The University has a policy of equal opportunity aimed at treating all applicants for employment fairly.

SMOKING POLICY
The University operates a No-Smoking policy.

PROBATIONARY PERIOD
A twelve months' probationary period applies to all Academic posts.

CLOSING DATE
Candidates should apply for this vacancy via our online recruitment website (https://jobs.chester.ac.uk/wrl/) by Tuesday 7th April 2015 quoting reference number HR14282.