



ATR1042

Chair/Reader/Senior Lecturer in International  
Development and Environment

Further Particulars

School of International Development

Faculty of Social Sciences

# An International University

Founded in 1963, The University of East Anglia (UEA) is an internationally renowned University based on a campus that provides top quality academic social and cultural facilities to over 14,000 students.

Located in rolling parkland, and just two miles from the centre of the beautiful cathedral city of Norwich, the University is adjacent to the Norwich Research Park which is home to over 1,000 scientists working in several world ranked institutions. The city's motto is "A fine city" and its strong cultural heritage has seen Norwich maintain the best of its historical character whilst developing to become one of the most vibrant and attractive cities in Europe. The city is surrounded by beautiful countryside and within easy reach of the stunning Norfolk coast. A wide variety of visitors come to the region every year to enjoy boating on the Broads, the protected nature and wildlife habitats, as well as seaside towns and beaches.

The city's medieval centre of cobbled streets remains largely intact, but there is still space for modern buildings such as the city's newest centrepiece, the Forum, which is a striking piece of contemporary architecture. The glass front overlooks the colourful open-air market (one of the largest in the country) and reflects the city in all its diversity. The city is consistently rated as one of the top ten shopping venues in the UK.

The University campus strikes a balance between a countryside and city setting; more than 320 acres of green parkland surround the campus with award-winning architecture by Sir Denys Lasdun, Lord (Norman) Foster and Rick Mather. Extensive on-campus facilities are all just a few minutes walk away from teaching and research facilities. Sporting facilities on campus include the University Sportspark which houses an Olympic sized swimming pool and regularly hosts international sporting events. UEA also has the world famous Sainsbury Centre for Visual Arts and hosts an International Literary Festival which has included famous names such as Ian McEwan and Kazuo Ishiguro (both alumni of UEA's Creative Writing course).



The University has four Faculties;

- Arts & Humanities
- Science
- Social Sciences
- Medicine & Health Sciences

These incorporate 23 Schools of Study and drive the UEA's reputation for top-quality research and teaching



The UEA is ranked :

- Amongst the top three for student satisfaction according to the National Student Survey
- In the top 20 Universities in the UK by the Sunday Times.

The 2008 Research Assessment Exercise (RAE) saw significant advances in its international research reputation as well as the scale and impact of its work. History of Art, Film and Television Studies, American Studies and International Development secured places in the top three in the country, with Environmental Sciences and Pharmacy in the top ten. Over 50 per cent of the University's research activity was deemed to be world leading or internationally excellent with 87% being of international standing.

### Students and Courses

The University offers a choice of more than 300 courses through four Faculties. As well as this, over 160 evening and day courses are available to local people at locations throughout Norfolk. The University employs around 2,500 staff – two thirds of which are full time and one third part time. More than 1,150 members of staff are academic including around 500 researchers. Administration, support, technical and general staff make up just over 1,300 in total. It also came top of the most recent research effectiveness league table published by Research Fortnight. The University has over 14,000 students, including some 3,200 postgraduates and over 1,600 from outside the European Union from more than 100 countries worldwide.



“If there is another city in the United Kingdom with a school of painters named after it, a matchless modern art gallery, a university with a reputation for literary excellence which can boast Booker Prize-winning alumni, one of the grandest Romanesque cathedrals in the world, an extraordinary new state-of-the-art public library then I have yet to hear of it. Norwich is a fine city. None finer.

Stephen Fry

### Former UEA Students include:

- Booker Prize winning authors Ian McEwan and Kazuo Ishiguro;
- Comedy writers and performers Charlie Higson, Arthur Smith and Paul Whitehouse
- Explorer Benedict Allen
- Meteorologist Penny Tranter
- Radio 1 DJ Greg James
- Actors Jack Davenport, James Frain, Matt Smith and Tim Bentinck.

Further information available at:

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

# The Faculty of Social Sciences

---

The Faculty encompasses applied research and teaching in a wide range of social sciences and other professional fields and currently consists of the following Schools of Study:

- School of Economics (ECO)
- School of Education and Lifelong Learning (EDU)
- School of International Development (DEV)
- UEA Law School (LAW)
- Norwich Business School (NBS)
- School of Social Work and Psychology (SWP)

Some 256 academic and research staff work in these Schools, and the Faculty also includes a further 45 support staff. The Faculty hosts almost 7,500 students, including over 2,000 taught postgraduates and 300 PhD students.

The Faculty's mission statement is: Social science to make a difference, through:

- Providing high quality learning and teaching, and postgraduate training, aimed at developing critical reasoning skills and employability;
- Generating research and scholarship across disciplines that not only contributes to the development of disciplines themselves, but also produces socially useful new knowledge; and
- Putting enterprise and engagement, locally and globally, at the heart of our mission.

Further information on the Schools is available at:

[www.uea.ac.uk/ssf](http://www.uea.ac.uk/ssf)

“  
Social Science to  
make a difference  
”  
The Faculty's Mission Statement



# School of International Development

## The School

The School of International Development applies social and natural resource sciences to the study of economic, social and environmental change in developing countries. The School was founded in 1973 and currently has a total of around 250 undergraduates, 150 taught postgraduates, and 80 research students.

The School has a high international profile due to its research excellence, worldwide recruitment of students and its training and consultancy activity. Last year international students came from nearly 50 different countries and funded academic work was carried out by faculty in nearly 30 different countries. Formal and informal links also exist with a number of overseas universities.

A unique feature of the School is that in addition to their membership of the School, all teaching academic staff belong to International Development UEA, which is the institutional mechanism by which funded research work, and other funded activities such as training programmes and consultancy, are organised.

The School, and International Development UEA, are housed physically within a single University building providing a coherent and dedicated 'international development' identity. As well as offices for faculty, senior fellows and administrators, the School has its 'commons'; a staff room, two seminar/meeting rooms, rooms for PhD students and a room for visiting fellows. Computers are provided for all staff, PhD students and visiting fellows. The School benefits considerably from University library resources related to core development studies and interdisciplinary collections built up over 40 years and liaises with a Development Studies Librarian. We also benefit from materials related to other UEA Schools covering social, political and environmental sciences including cultural and gender studies, environment and biology, and area studies (e.g. South Asia, Latin America, SSA).



## Research and Consultancy

The School has a vibrant research culture with a significant level of externally funded research managed through International Development UEA. In the 2008 Research Assessment Exercise it achieved the highest rating level and was grouped in the top 3 development studies departments in the country. The School was especially highly commended for its 'research environment', an acknowledgement of the opportunities it provides for both early career and experienced academics.

Research in the School addresses contemporary challenges in developing and transition economies via disciplinary and multi/interdisciplinary approaches.

### The research groups in the School include:

- Climate change and development
- Global environmental justice
- Educational diversity, literacy and development
- Health policy and practice
- Behavioural and experimental development economics
- Gender and development
- Ageing and development
- Social Protection

We also collaborate with colleagues across the university and have established joint research groups with other Schools. These include:

- Literacy and Development group
- HIV and Development group
- UEA Water Security Research Development group

Each group has a convenor and a membership consisting of academic staff, visiting researchers and research students. As well as the above, other specialist and regional research groups can be established according to the interests of faculty.

The School is research-oriented and supportive of faculty research ideas and aspirations and International Development UEA contains an excellent group of specialised administrators who assist in all stages of making research grant applications and managing the finance and logistics of projects. We have a rising number of research students, and academic staff are expected to contribute to their supervision and funding applications. All staff are expected to contribute towards strategic leadership and curriculum teaching for doctoral training programmes in the School and Faculty.

## Teaching Programmes

The School has a commitment to interdisciplinary teaching and learning, developed and refined over more than thirty-five years, and bringing together academic staff from different disciplines (economists, sociologists, political scientists and environmentalists) into teaching. The School's teaching was classified as 'Excellent' in the Quality Assessment carried out in 1994 and in the TQA in 2004 the University as a whole (including the School) achieved the highest grade. The student body of the School is exceptionally diverse in terms of age, ethnic origin, nationality, and previous experience. One third of all students are from overseas, and a quarter of home undergraduates are mature students.



The School offers the following range of undergraduate and postgraduate courses for its nearly 500 students:

**Three year undergraduate degrees**, leading to either the BA or BSc in International Development, with admission of approximately 80-90 students a year. There are a number of joint degree programmes with other Schools, including the very successful BSc in Environmental Geography and International Development, which registers over 25 students a year in the School of Environmental Science.



**One year Master's degrees**, of which there are 16 MA/MSc programmes examples of which include Climate Change, Media, Development Economics, Development Studies, Rural Development, Gender Analysis, Social Development, Education and Development, Environment and Development, and a joint MA in International Relations and Development Studies with the School of Political, Social and International Studies. There is also a Masters in Research for students intending to continue a research degree programme. Typically, two-thirds of the annual intake of about 140-170 Masters students are international.

In the Masters programme, students take a number of core modules, which are related to their particular Masters supplemented by more specialist options, some of which feature in other Masters programmes. Masters taught courses end at Easter and the remainder of the academic year is spent on development and employability skills teaching and supervised dissertation work.

**Research degree programmes**, leading to MPhil or PhD through full-time, part-time, mixed mode, and overseas-based study. Approximately 80 research students are currently registered. In the undergraduate programme, students follow a common course in Development Studies during the first three semesters of the degree and study one or more disciplines from; Economics; Social Anthropology and Politics; and Natural Resources and Environment. They also take modules in transferable skills such as computing and data analysis. In the second half of the degree they choose optional modules some of which are discipline-based and others which are interdisciplinary around a particular theme, e.g. Globalisation; Public Policy and Welfare, Gender analysis, Health. In addition students study one regional module such as Sub-Saharan African Development or South Asian Development.

Further information available at:

[www.uea.ac.uk/dev](http://www.uea.ac.uk/dev)

# The Post

## ATR1042

## Chair/Reader/Senior Lecturer in International Development and Environment

### The Post

The School is recruiting a senior post as part of its strategic plans to strengthen its internationally recognised research on environmental change and international development. The School welcomes applications from candidates who can demonstrate outstanding research achievements and potential.

The primary criteria for appointment will be: strong intellectual and professional achievement commensurate for the level of Senior Lecturer, Reader or Chair; a strong and rising international reputation; and research interests which fit within the School's environment and development research profile. Therefore preference will be given to candidates whose research is on; climate change and development; water security; or global environmental justice. We are particularly interested in recruiting an individual who can demonstrate an ability to work in an interdisciplinary research and teaching environment.

### Key Responsibilities

We will require the successful candidate to carry out the following roles:

- Provide research leadership and a contribution to the School's research environment, reputation and outputs.
- Lead and contribute to research funding bids. The post holder will be expected to attract external funding to the School at a level expected for a Senior Lecturer, Reader or Chair.
- Undertake teaching to undergraduate and postgraduate students, both in areas of specialist expertise and in core international development modules.
- Attract and recruit post graduate research students.
- Act as a mentor to junior colleagues.
- Develop links with non-academic organisations and research users, and undertake related consultancy and training work ('enterprise and engagement' – see below)
- Undertake School administration activities as allocated by the Head of School.

### Person Specification

The person specification for this post is enclosed in this brochure.

On arrival, all new members of staff receive a level of support (commensurate with experience) to adjust to a new working environment, with some remission from teaching workloads.

The School is one of the leading centres of international development research, teaching and professional activity in the UK, and has a strong international reputation. The diversity of the School's research can be viewed on our website ([www.uea.ac.uk/dev/research](http://www.uea.ac.uk/dev/research)), represented in three broad categories of environment and development, economic development, and the social and political analysis of development.

The successful candidate will, if appropriate, have the opportunity to work closely with colleagues at the internationally renowned Tyndall Centre for Climate Change Research ([www.tyndall.ac.uk/Partner-Institutions/University-East-Anglia](http://www.tyndall.ac.uk/Partner-Institutions/University-East-Anglia)) and the School of Environmental Sciences ([www.uea.ac.uk/env](http://www.uea.ac.uk/env)).

### Enterprise & Engagement:

At UEA there is an expectation of appropriate contributions to enterprise and engagement. Enterprise and engagement involves academic staff in the use of, or development of, intellectual capital which benefits both the University and non-academic sectors, through community engagement and interactions with other public sector bodies, business and the third sector.



To arrange an informal discussion with Dr Steve Russell - Head of School, please contact the Personal Assistant to Head of School:  
email: [dev.pa@uea.ac.uk](mailto:dev.pa@uea.ac.uk) or  
Tel. +44 (0)1603 592893.

# Person Specification

---

## ATR1042

## Chair/Reader/Senior Lecturer in International Development and Environment

### Education, Experience & Achievements

#### Essential Criteria

- A PhD or equivalent level of qualification in a relevant discipline or subject area
- A publications record in the field of environment and international development commensurate with career stage, and the level of post to which the applicant is applying, which can enhance the School's submission to the forthcoming REF
- International experience and reputation as a researcher in their own specialist area within the broader field of international development
- Evidence of current and past research funding
- Teaching experience relevant to the subject area, commensurate with stage of career

#### *Additional essential criteria for applicants to the position of Chair:*

- An exceptional record of research project or programme leadership
- An international record of research communication and policy engagement
- A strong record of research esteem indicators (e.g. fellowships, journal editor, invited key note speaker)

#### Desirable Criteria

- A record of consultancy funding commensurate with career stage and experience
- Experience and evidence of achieving policy impact through research
- Experience of UG or PG course development and leadership
- Experience of teaching transferable or 'employability' related skills.

### Special Circumstances

- Willingness and ability to travel within the UK and overseas
- Willingness to be a member of International Development UEA involving working up to one third of time on externally funded research, training and consultancy, often overseas.

### Skills & Knowledge

#### Essential Criteria

- Ability to undertake independent, internationally excellent research on environment and development
- Ability to attract grants and contracts for International Development UEA
- Ability to contribute to PhD training and supervision
- Excellent communication skills in the English language
- Excellent teaching skills, with an ability to enthuse and inspire learners
- Excellent teaching and presentation skills

#### *Additional essential criteria for applicants to the position of Chair:*

- Ability to lead research bidding for external funds and lead research programmes or groups
- Ability to manage research teams and mentor other colleagues
- Ability to communicate effectively about research area

#### Desirable Criteria

- Demonstrable evidence of innovative and effective teaching methods
- Ability and interest in designing and delivering short course training

### Personal Attributes

- Ability and willingness to contribute to the teaching and research profile, administration and general life of the School
- Excellent interpersonal skills with evidence of ability to work with others effectively
- Commitment to work towards School, Faculty and University goals
- Evidence of creative problem solving ability and sensitivity to learner needs, especially those from non-western cultural settings
- Willingness to be flexible by undertaking additional duties as and when required by the Head of School
- Commitment to continuing to develop a strong research profile, including collaborative generation of research grants and publications.



# General Information

---

## Terms and Conditions of Appointment

The candidate to whom an appointment is offered will receive a full statement of the terms and conditions of appointment for Academic, Teaching and Research Staff (ATR).

## Duties

The post holder are required to assume such duties and responsibilities appropriate to the appointment as may be assigned to them by the governing bodies of the University or by the Dean of Faculty or Head of School, as appropriate, acting on their behalf. The post holder will examine without further payment in the examination for degrees and diplomas of the University when required to do so.

## Residence

The University is strongly committed to providing an excellent student experience and research environment, and it is expected that all staff will be available on campus to carry out their duties during the working week in support of these goals. Absences for significant periods are by agreement with the Head of School or Head of Division.

## Starting Date

The post is available on a full-time indefinite basis from September 2012 or as soon as possible thereafter.



This document is available in alternative formats e.g. large print, disc and on-line. If you need this document in an alternative format please contact us on 01603 593034, fax 01603 593522, or email [hr@uea.ac.uk](mailto:hr@uea.ac.uk)

## Salary

For Chair level, a competitive salary is available for an outstanding candidate.

For Reader and Senior Lecturer level the salary will be £45,486 to £52,706 per annum on Academic Grade 4 of the single salary spine (ATR). The normal expectation is that the starting salary will be at the minimum of the advertised salary scale.

## Relocation expenses

Relocation expenses are reimbursable under certain conditions.

## Annual Leave Entitlement

There is an annual holiday entitlement of six weeks, plus statutory (8 days) and customary (6 days) holidays.

## Superannuation

The posts are superannuable under the Universities Superannuation Scheme.

## Occupational Health Assessment

Appointments will be subject to a satisfactory Occupational Health Assessment to be carried out by the University's Occupational Health Service.

## Entitlement to Work in the United Kingdom

If you are shortlisted for interview you will be asked to bring to interview original documentary evidence of permission to work in the UK. Candidates invited to interview will be provided with a list of appropriate documents that can be provided as evidence. Please DO NOT provide this with your application.

Due to the nature of this role and the level of qualifications required, please note that immigration legislation allows the University to apply for a sponsorship certificate for this post. Where appropriate, the University will apply for a sponsorship certificate from the UK Border Agency on behalf of the candidate offered employment. The individual will be required to supply original documents and certificates to support this application.

Workers from outside of the EU who do not have current residency status within the UK and will require entry clearance or leave to remain approval from the Borders Agency should familiarise themselves with Tier 2 (General) of the Points Based System operated by the Home Office. Details are available at <http://www.bia.homeoffice.gov.uk/>.

# Application Process

---

## Application Process

You should submit a covering letter and three paper copies of your curriculum vitae, or one copy if submitting the application by e-mail, along with a completed application form and equal opportunities monitoring form.

Your completed application form should quote the [appropriate reference code](#) as indicated on the front page of this brochure and be returned by **12 noon** on **11 May 2012**.

You can find an application form at <http://www.uea.ac.uk/hr/jobs/> or by telephoning the Human Resources Division on **01603 593034**.

You should return the application to us either electronically as an e-mail attachment to [hr@uea.ac.uk](mailto:hr@uea.ac.uk), or by posting it to the [Human Resources Division, University of East Anglia, Norwich, NR4 7TJ](#).

Postal applications will not be acknowledged unless a stamped addressed envelope or postcard is supplied.

Please note that applications received after the closing date will not normally be accepted.

## Equal Opportunities Form

Please note that an Equal Opportunities Monitoring Form must be completed and returned with ALL applications, whether submitted by post or by email. If submitted by email, the Equal Opportunities Monitoring Form must be sent as a separate document/attachment to the Application Form

The Equal Opportunities Monitoring Form will be detached from the received application before short-listing takes place and will not form any part of either the short-listing or decisions making process.

## Proof of Qualifications

The person specification for this post lists qualifications that are essential and/or desirable and you may hold some or all of these qualifications. Please note that if you are offered a contract you may be asked to provide original certificates of these educational and professional qualifications. Please **DO NOT** provide these with your application.

## Referees

In naming referees in your application, you are requested to give only those who can immediately be approached and one of these must be your current employer, or if not employed your most recent employer.

## Interviews

It is anticipated that presentations and interviews will take place in the School on **26 June 2012**. If you are not available on this specific date, please indicate this clearly in your application.

Candidates who have not heard by 26 June 2012 should assume their application has been unsuccessful.

Please note that it is not normal practice to provide feedback to candidates who were not shortlisted.

