

Job pack

Message from the President and Principal

Thank you for your interest in this role and in Queen Mary University of London. Working at Queen Mary means being part of a unique, world-class global University with a long, proud and distinctive history.



Our founding institutions, the London Hospital Medical College, St Bartholomew's Medical College, Westfield College and Queen Mary College, were founded to provide hope and opportunity for the less privileged and otherwise under-represented.

Today, we remain true to the vision of our founders by continuing to improve lives locally, nationally and internationally through the seamless combination of our world-leading strengths in education and research.

The Queen Mary community – our staff, students and alumni – is the heart and soul of our University. We are proud to provide an inclusive and nurturing environment so that staff and students from all backgrounds can develop, flourish and achieve their full potential.

I look forward to welcoming you to our unique University and working with you to realise our ambitions.

Professor Colin Bailey, President and Principal

Our strategy 2030

In 2019, Queen Mary University of London launched a bold new Strategy with the vision to open the doors of opportunity. By 2030, we will be the most inclusive university of its kind, anywhere. We are doing this by building on our existing cultural diversity to create a truly inclusive environment, where students and staff flourish, reach their full potential and are proud to be part of the University. Continuing our long tradition of commitment to public good, we will generate new knowledge, challenge existing knowledge, and engage locally, nationally and internationally to create a better world.

We have five core values that will help us to reach this goal:

We are **inclusive**, supporting talented students and staff regardless of their background, and engaging with our local and global communities.

We are **proud** of the difference we can all make when we work collectively.

We are **ambitious**, fostering innovation and creativity, disrupting conventional thought, and responding with imagination to new opportunities.

We are **collegial**, promoting a strong community through openness, listening, understanding, co-operation and co-creation.

We are **ethical**, acting with the highest standards, and with integrity, in all that we do.

To enable our staff to flourish and to reach their full potential throughout their employment at Queen Mary, we offer a range of benefits:

Staff benefits

- Annual leave – the full-time annual leave annual entitlement is 30 working days (not including bank holidays).
- [Season ticket loan scheme](#)
- [Pension scheme](#)
- [Reward and recognition schemes](#)
- [Staff Networks](#)
- [Cycle to work scheme](#)
- [Qmotion sport fitness centre](#)
- [Employee Assistance Programme](#)
- [Family friendly policies](#)
- [Flexible working practices](#)

Job details	
Job title	Reader (Teaching & Scholarship) Exact title to be determined based on academic specialism
School/Dept/Institute Centre/Faculty	Faculty of Science and Engineering- School to be determined based on academic specialism
Reports to	Head of School
Grade and salary	Grade 7
Hours per week	Roles can be offered full or part time
Appointment period	Indefinite
Current location	Mile End, London
Work activity type	Teaching only

Job description

Job Context

The Faculty of Science and Engineering is recruiting for up to 30 new permanent academic positions to integrate with, and enhance, our existing teams in areas around Applications and Fundamentals of Artificial Intelligence (AI), Machine Learning and Computing. The detailed areas within these two subjects are provided below:

Applications of AI, Machine learning and Computational Modelling

- Genomics and Life Sciences
- Drug Discovery and Medicinal Chemistry
- Healthcare, Medical Imaging, and Medtech
- Ecology, Conservation and Biodiversity
- Materials Discovery
- Transport, Sustainable Energy and Electronics
- Creative Industries, Human Communication and Behaviour
- Quantum Technology and Gravitational Wave

Fundamentals of AI, Machine Learning and Computing

- Mathematical Foundations, Risks and Opportunities of AI
- Computer Science

These new roles will join Schools within the Faculty of Science and Engineering, playing a key role in educational leadership and scholarship in one of the specialisms listed above.

Our academic schools work together effectively, generating excellent research, teaching and learning opportunities across Science and Engineering. Having grown rapidly in recent years, the faculty now generates around £200 million in annual income. Altogether there are over 14,000 students and 1500 staff across the Faculty, with many inter-departmental links.

As a Russell Group institution, our education is research-led, and benefits from the Faculty's excellent research. In REF 2021, much of Queen Mary's Science and Engineering research ranked in the top 10 institutions within the UK with 97% of our research outputs ranked internationally excellent.

Ranked joint 7th in the UK for the quality of its research in the 2021 Research Excellence Framework, Queen Mary University of London, is one of the UK's leading research-intensive higher education institutions, delivering world class education and knowledge transfer across a wide range of subjects in the Humanities and Social Sciences, Medicine & Dentistry and Science & Engineering.

Job purpose

The Reader will make significant contributions to the intellectual life of the School / Institute and wider institution. They will make substantial contributions to student education and experience through curriculum development and the delivery of teaching activities in the subject areas in or related to their academic specialism.

The Reader will continue to develop their standing in teaching and pedagogical activities at a national/international level. They will take on leadership and administration roles to ensure the overall smooth-running of the School / Institute and will develop and mentor more junior staff.

In line with the University of London standards for the conferment of the title of Reader, the post-holder will achieve this by:

- Delivering high quality teaching including making innovations in key aspects of teaching and learning;
- Contributing to the administration of teaching and other key university activities;
- Maximising opportunities for public engagement, the economy and society.
- Making important pedagogical contributions to the field;
- Advancing pedagogical knowledge through publications, conferences or other forms of high quality scholarship performance

Main duties and responsibilities

Student Experience & Education

1. Organise, design and deliver teaching and assessment as required by the School / Institute, Faculty and QMUL; this will include delivering lectures, classes and seminars in the core and specialist subjects with due regard to the overall teaching strategy in the School / Institute;
2. Lead and support innovations in teaching and learning through the development of teaching materials, forms of pedagogy, or appropriate teaching collaborations;
3. Act as a Personal Tutor providing effective support to students, including referring to specialist services as appropriate, and proactively identifying engagement issues at an early stage;
4. Shape and influence curriculum development and actively contribute to the review of courses in accordance with the teaching and learning strategy of the School / Institute, Faculty and QMUL.

Scholarship

5. Publish the outcomes of any pedagogical work in outlets of appropriate standing and influence;
6. Lead and contribute to bids for funding for student experience and education, or other scholarship activities in line with the overall medium to long-term strategy of the School/Institute, Faculty and university;
7. Work to influence the higher education agenda in a specific disciplinary area or more generally;
8. Use scholarship to engage in a range of activities that influence society, economy, industry, government or public policy.

Leadership & Collegiality

9. Foster collegiality through role-modelling and fulfil School / Institute responsibilities as agreed with the Head of School / Institute Director, or other senior colleagues;
10. Lead and manage any assigned junior colleagues supporting them in their role and their wider career development through coaching, mentoring, peer support and appraisals as appropriate;
11. Make important contributions to the vision and leadership of the School / Institute and QMUL, as well as wider relevant bodies, such as learned societies;
12. Engage in the wider QMUL agenda (e.g. Equality & Diversity; Sustainability; Internationalisation; Widening Participation; Interdisciplinarity and Staff Development) in line with QMUL strategies and policies.

Public Engagement & Impact

13. Advance student education and the student experience through dissemination of technical and applied knowledge in renowned, relevant, specialist and generalist outlets (e.g. blogs, interviews) in a manner appropriate to subject and QMUL;
14. Lead, support and contribute to public engagement initiatives and activities which generate mutual benefit, influencing internal and external priorities and practice;
15. Make important contributions to the School's / Institute's outreach plans, developing links with, for example, industry or community partners in the UK or overseas;
16. Facilitate the successful exploitation of partnerships with government bodies and industry for the benefit of student education and experience in the School/Institute, Faculty and university.

The above list of responsibilities is not exhaustive and the jobholder may be required to undertake other duties commensurate with the level of the role, as reasonably requested by their line manager.

This job description accurately reflects the duties and responsibilities of the role at the time the job description was written. These duties and responsibilities may change over time without significantly impacting on the character of the role, the overall level of responsibility, or its grade.

Depending on strategic or operational needs, the jobholder may in the future be required to work for another existing or new organisational unit and/or at a different site within Queen Mary. This may be on a temporary or indefinite basis and may involve a change in line management and / or regularly working at more than one site.

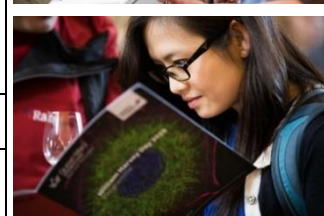
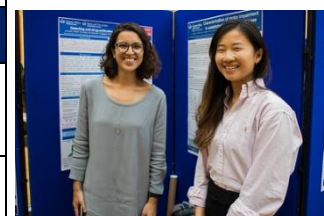
Person specification

This table lists the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements.

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

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

Qualifications	Essential	Desirable
PhD in relevant area, and / or relevant professional qualification and / or equivalent professional experience	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Higher education teaching accreditation, e.g. Fellow or Senior Fellow of the HEA	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Experience/Knowledge		
Expertise and Ability to deliver teaching and assessment at undergraduate and postgraduate level in the specific discipline area	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Substantial experience in teaching at undergraduate and postgraduate level in large or small group settings with the demonstrable ability to deliver and lead teaching at both levels	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Indisputable national, and ideally international standing in student education and/or experience	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Evidence of high quality general or subject-specific pedagogical work published in appropriate renowned outlets / media	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Demonstrable awareness of the current and upcoming developments within the field as well as the wider internal and external influences on the environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Record of mentoring and developing staff	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Well-developed understanding of student support needs and able to provide guidance, signposting to specialist services where appropriate	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Clear and ambitious plans for future research	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Skills/Abilities		
Ability to develop teaching and scholarship proposals to bid for external funding and effective award management skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Proven ability to foster and maintain relationships and effectively resolve tensions and difficulties in a positive manner		
Ability to communicate new and complex information effectively, both verbally and in writing, engaging the interest and enthusiasm of the target audience. This includes lecturing students, presentation of pedagogical work at group meetings and conferences and public engagement activities	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Good IT skills at the level required to undertake research, teaching, leadership and management duties	<input checked="" type="checkbox"/>	<input type="checkbox"/>



Other		
Meet the University of London standards, as relevant to this role, for the conferment of the title of Reader	<input checked="" type="checkbox"/>	<input type="checkbox"/>
*The ability to meet UK 'right to work' requirements.	<input checked="" type="checkbox"/>	<input type="checkbox"/>

* The University has a legal responsibility to ensure that all potential employees can provide documentary evidence of their legal right to work in the UK prior to commencing employment. Candidates shortlisted for interview will be asked to bring their passport or another acceptable [form of evidence](#) to verify their right to work.

Visa Sponsorship

For those who do not have a right to work in the UK, the University is a UKVI licensed sponsor and is able to issue a Certificate of Sponsorship (CoS) to successful candidates who are offered skilled roles and meet the eligibility criteria. The CoS enables candidates to apply for a Skilled Worker visa. Further information on the Skilled Worker visa can be found via: www.gov.uk/skilled-worker-visa

Global Talent Visa Route

The Global Talent visa is an alternative route to sponsorship, directly applied for by the applicant. It is open to those wishing to work in the UK and who are a leader or potential leader in the fields of academia or research, arts and culture, and digital technology. Further information on the Global Talent Route can be found via: <https://www.gov.uk/global-talent>

For **additional** information on both visa sponsorship and non-sponsorship visa routes, please visit the UK Visas and Immigration website: <https://www.gov.uk/browse/visas-immigration/work-visas>

Academic Technology Approval Scheme (ATAS)

Academics and Researchers applying for Skilled Worker visas and Sponsored Researchers applying for Government Authorised Exchange visas who will be undertaking research activities, at PhD level or above, in the one of the [ATAS listed subject areas](#) will be required to obtain an ATAS certificate before they can apply for a visa to work in the UK.

Exemptions will exist for nationals from the EEA, Australia, Canada, Japan, New Zealand, Singapore, South Korea, Switzerland and USA and those applying for Global Talent Visas. For further information on this, please visit the UK Visas and Immigration website: <https://www.gov.uk/guidance/find-out-if-you-require-an-atas-certificate>



EDI Initiatives

Queen Mary is committed to advancing Equality, Diversity and Inclusion (EDI). We hold a Silver Institutional [Athena SWAN](#) award for advancing gender equality and champion a number of [EDI initiatives](#) across the University. We also offer a number of development programmes including [Springboard](#), [Aurora](#) and [B-MEntor](#). We are committed to championing EDI relating to all protected characteristics and other underrepresented and marginalised groups under the Equality Act 2010. We offer 'Introducing Inclusion' training for staff to give them an understanding of EDI related issues and provide them with the tools needed to champion inclusivity and embed best inclusive practice in all the work they do. EDI is built into everything we do at Queen Mary, and is championed through a well-established governance structure. If you are interested in learning more about Equality, Diversity and Inclusion at Queen Mary and how to get involved then please contact hr-equality@qmul.ac.uk.

Flexible working:

Queen Mary is proud of the diversity of its staff and students. We encourage inclusive practices in everything that we do, to ensure that everyone who works here feels valued and enabled to have a positive working experience. We are therefore open to considering applications from candidates wishing to work flexibly, balanced against business need. Our [Flexible Working Policy](#) includes examples of some of the flexible working arrangements that could be considered. If you feel that this is something that may be of benefit to you, please do ask.

Family Friendly Policies:

Queen Mary recognises the commitments that staff have to their family and the importance of work-life balance. To support this Queen Mary offers a range of [family friendly policies](#) with enhanced rates of pay available for family-related leave, following a qualifying period of service.

Further Information

Details about the school can be found at:

<https://www.qmul.ac.uk/strategic-hires-se/>

Informal enquiries should be made to:

Email: se-faculty-hr@qmul.ac.uk

General Information

Please note that we advertise our salaries on a range to indicate the trajectory of progression that can be made. Appointments are usually made at the start of the salary range. The Queen Mary salary structure includes automatic pay progression within the published grades, subject to service, funding and performance. In addition to this, there are performance related annual pay review schemes in place

