

## **Further Particulars**

(Overview, Role Detail, Person Specification, Application Process)

School of Science, Engineering and  
Environment

**University Fellowship**

**Grade 8**

**(Ref: MPF4306)**

## Role title: University Fellow

## Reports to: Appropriate Subject lead

### Overview

University Fellowships are designed to provide talented early career researchers with the support required to develop into a leading research-active academic at the University of Salford.

The School of Science, Engineering and Environment is seeking to appoint up to nine Fellows, in areas of growth, who have a strong track record in research, and can demonstrate the potential to make a leading contribution to the University through furthering the research excellence and reputation of the School.

The University will support Fellows by providing dedicated mentoring support from established research leader/s, as well as a bespoke cohort based development programme. Fellows will be awarded a £30K start up grant to allow them to establish themselves and develop at pace (split over the first 2 years).

Appointments will be made on open-ended basis, and at the end of the 5 year period of the Fellowship, post holders will transfer into an academic role.

### About the School

Salford was at the heart of the Industrial Revolution, and the School of Science, Engineering and Environment (SSEE) leads the University in the continuation of this proud local tradition, delivering internationally-renowned innovative research in a diversity of societally relevant areas. Our talented team of academics, research fellows and students are tackling a range of global challenges, including Net-Zero Futures, Antimicrobial Resistance, Waste and Pollution Management for Circular Economies, Understanding Respiratory Diseases (including COVID), New Materials for Sustainable Building, Robotics, Autonomous Vehicles, and Cardiovascular diseases. From self-driving cars to medicines of the future, we bring together talented, multi-disciplinary teams to provide solutions for society.

We work closely with many global, national and regional industrial partners who work with us to deliver future products and services to make life better for people. Our flagship research units, including Energy House (a £20M EU project, enabling construction companies to test consumer and industrial buildings at temperature extremes [-40 to +40°C]), and the North of England Robotics Centre (NERIC,) facilitate our world-leading research skills to develop industry-ready methods, products and processes. NERIC is a centre for digital and engineering innovation, housed in a brand-new £16M building. This hub enables businesses who work in the area of automation and robotics, to quickly and effectively, design, test, and validate innovation in this vital economic growth area.

Our current and future innovative research will not only deliver solutions for the problems of today, and tomorrow, but will also train the scientists and engineers to make peoples' lives better.

### Areas

The School have identified a number of areas of growth where applications are invited:

#### ***Acoustics: sound, vibration, perception***

Acoustics research has been carried out at Salford University for over 60 years. The [Acoustics Research Centre](#), led by [Trevor Cox](#), is focussing new activity around two broad areas: (1) Acoustics for Health, Well-Being, and Accessibility and (2) Acoustics for Industry. For (1) this includes improving hearing aids through machine learning; understanding the effect of noise on health and well-being; or designing audio systems for better accessibility. For (2), we work across diverse sectors including

space, defence, construction, consumer products, automotive and materials. In our research we develop new simulation and signal processing methods as well as novel measurement techniques. An important part of our research is understanding how humans and other animals respond to sound through psychoacoustic and physiological measurement. This might be to examine the effect of noise on biodiversity, or to make products better by placing perception at the heart of engineering design. The Centre seeks applications from candidates who have the skills and vision to contribute to the development of research in one or both areas.

The Centre's research is funded by research councils, national and international government bodies, and industry. This has fed into products that companies make and sell worldwide, as well as regulations and standards used in the UK, Europe and internationally. We currently have about twenty research active staff, with a strong collaborative work ethic. Many of us have won numerous awards for our work. We have world-class acoustics laboratories: listening rooms, reverberation rooms, anechoic chambers, an accredited calibration laboratory and state of the art equipment and instrumentation. Through the laboratories we are able to bring much of our fundamental research into real life applications.

### ***Advanced Materials – Low Carbon Energy Transition***

You will have the opportunity to develop a programme of work at the interfaces of physics, engineering, and chemistry. This is a strong and growing research group within the School, leading the University's work in material sciences.

We seek applications from candidates with specific expertise in an area related to the low carbon energy transition. Specific areas include (but are not restricted to):

- Materials for Photovoltaic Systems
- Materials and Devices for Low Loss Electronics
- Materials for Hydrogen conversion and utilisation
- Thermoelectric and Caloric Energy Conversion Materials

The successful candidate's research profile will have a synergy with existing research within the Materials and Physics Research Group (PRG), and within other physical science research programmes. There will also be the opportunity to work with other research groups (such as robotics, and civil engineering) on translation of your research from theory into practice. Current research within the PRG includes experimental and theoretical studies of materials, including energy storage and conversion materials, optical materials and nanotechnology.

Experimental characterisation facilities available to the Fellow include electron microscopes (SEM and TEM), X-Ray diffraction, Raman, IR spectroscopy and femtosecond pump probe spectroscopy. In addition, a variety of thin film deposition techniques are used including CVD, sputtering and evaporation.

The group's current profile of activities includes the deposition and characterisation of thin film devices including solar cells, the characterisation of photonic devices, the development of novel quantum technologies and the characterisation of materials under extreme conditions.

### ***Complex Systems Modelling***

We are seeking applications from candidates to develop a programme of work in the area of complex systems within the [THINKLab](https://www.thinklab.ac.uk/) and the newly formed Research Centre for Resilient and Smart Cities. The Fellow will be expected to conduct 'frontier' research to understand the complex interactions between social, economic, physical and natural sub-systems to create future cities which are resilient. The complexity modelling framework that will result from your research programme should offer an innovative knowledge platform for policymakers to explore "what-if" scenarios and select urban policies that lead to sustainable and resilient cities.

THINKlab and the Centre for Resilient and Smart Cities lead research in the area of advanced modelling, simulation and visualisation technologies for city applications. Our work is funded by EPSRC/GCRF ([www.mobilise-project.org.uk](https://www.mobilise-project.org.uk/)), ESRC/GCRF ([www.transcend-project.org.uk](https://www.transcend-project.org.uk/)),

Horizon2020 ([www.renozeb.eu](http://www.renozeb.eu)), World Bank and the UK Government. Due to these national and international projects, our centres have well-established connections with a broad range of academic partners, government organisations and policymakers in the Global South, EU and the UK.

You will work alongside [Terrence Fernando](#) and the members of the Centre for Resilient and Smart Cities, within the broad field of complex systems, but drawing contributions from a range of different fields, such as computer science (AI, data science), information systems, social science, economics, psychology and environmental science. This is an opportunity for a computer scientist with a strong modelling background to investigate the implementation of an innovative policy modelling platform for creating resilient and sustainable environments.

### ***Digital Science***

The world is facing many new and emerging challenges. How we tackle global warming, developing cities, economies and our ageing population sustainably, requires innovative approaches from government and industry. The Computer Science and Software Engineering team (CSSE) are experts in working across disciplines to bring these solutions to make a meaningful difference to society, both locally and globally. Primarily working with the Informatics Research group (IRG), you will be joining a team of experts, including [Mo Saraee](#), [Julian Bass](#), [Sunil Vadera](#), [Ian Drumm](#) and [Apostolos Antonacopoulos](#) who have developed techniques and systems with wide reaching potential; for example, digitisation of historical documents, medical diagnosis, semantic tagging, segmentation of types of viewers and their behaviours, text mining and retrieval and data visualisation.

You will join the CSSE Team to provide a core expertise in Data Computation to integrate with and advance the science in a range of application-based research projects across the wider school. You will be able to demonstrate a research expertise in an area of Data Processing such as: Data Capture (Computer Vision, Digitalization, Internet of Things, Networking (IoT)), Data Processing and Analysis (High Performance Computing (HPC), Data Science, Artificial Intelligence (AI)) or Data visualization (Computer Graphics, eXtended Reality (XR)). The successful candidate will bring their expertise to enhance a range of existing research activities in areas including: Acoustics, Biomedical, Environmental, Engineering and Autonomous Systems.

### ***Energy and Buildings – Unlocking Data for Homes and their Occupants***

Within the built environment there are significant data sources ranging from smart meter infrastructure and IoT devices, such as thermostats and heating systems within our homes, to national registries, external weather data and increasing volumes of satellite data that can inform decision making and create significant opportunities for individuals, industry, and policy makers. We seek applications from candidates to work within the [Smart Meters Smart Homes Lab](#) within [Energy House Labs](#) to explore the sources of data, their acquisition and integration to establish use cases which can impact the delivery of a net zero built environment, as well as wider impacts for the sector, such as cost of living and energy security. Candidates should have with a background in computer science, and an understanding of data sources and data integration in an applied context.

You will have access to the wider lab infrastructure including Energy House 1, Zed House, and Energy House 2.0, to explore research challenges around this new data environment. You will work directly with industry partners such as Barratt, Octopus Energy, the Data Communications Company, and Chameleon. You will also work with the wider University linking with computer science, data analytics, AI, and potential use cases within the School of Health and Society (fuel poverty) and the Business School (new business models).

The work will build on previous work for BEIS, Framework 5 (SEEDS), Framework 7 (BuildHeat), ESIF (IGNITION) and ERDF, as well as a commercial research projects (Persimmon, Schneider Electric, Chameleon). This is an emerging area for the University with a significant potential for growth. You will work with [Richard Fitton](#) and the wider Energy House Labs team, exploring and applying ideas within possible fields such as energy consumption, net zero, control/ optimisation, although it is recognised that, as an emergent field, there may be wider opportunities.

## ***Energy and Buildings – Building Performance in an Energy Systems Transition***

The move away from fossil fuels for domestic heating and transport, as highlighted in the UK net zero strategy identifies three main technologies, electrification (heat pumps/ infrared), heat networks and hydrogen. These technologies will be combined with renewables and storage, as well as technologies such as vehicle to grid and home to create a complex series of configurations that are currently not well understood in terms of performance under different conditions. These technologies work very differently from the current incumbent predominately gas heated system in the UK, which has formed the basis of much of the UK's building performance work. We are seeking applications from candidates who will focus on how this large-scale transition will affect building performance and explore related issues such as innovation, system optimisation, control, integration, relationships with building fabric and impact on the occupant, as well as understanding the international context of this transition.

You will work as part of the [Energy House Labs](#) team and will have access to unique facilities (Energy House 1 and 2.0) where they will be able to conduct whole building tests under repeatable and controlled conditions, creating a unique opportunity for discovery. You will join a team, led by [Will Swan](#), with a strong track record in building performance and significant industry, academic, and policy networks in this area. You will connect with significant existing work on building performance in new and retrofit buildings to support the development of an internationally leading team in this space.

Candidates need a good understanding of energy systems and experience of monitoring and controlling technologies such as air source heat pumps, heat exchangers, batteries, and electric vehicles.

## ***Environmental Pollution***

You will join the Environmental Research & Innovation Centre (ERIC) to develop a programme of research aligned with our current and emerging areas of pollution research excellence. Working with our international networks of research collaborators, policy makers and industry, we deliver the underpinning science to understand how pollutants (e.g. radiation, chemicals, noise) impact humans and wildlife and we develop the tools that society requires for assessing and mitigating these impacts.

Funded from diverse sources (including UKRI, HORIZON 2020, Government Agencies, NATO and industry), our research delivers significant impact beyond academia. For example, our environmental radioactivity research has played a pivotal role in environmental radiation protection internationally and our contaminant transfer research in rice cultivation areas is laying the foundations for public health responses. We also have a significant research portfolio studying noise impacts on wildlife.

You will work alongside [Mike Wood](#) and the ERIC Team to grow our pollution research. Possible foci include: contaminant transfer in human food production systems; noise impact assessment for wildlife; multi-stressors exposures; assessment and mitigation of PFAS impacts; environmental radioactivity impacts on wildlife; and Adverse Outcome Pathways for use in pollution risk assessment.

This University Fellowship presents a unique opportunity to work alongside leading pollution researchers, to integrate into their international networks and to benefit from access to facilities such as Salford's dedicated environmental research laboratories, THINKlab and acoustics laboratories. Alongside a demonstrable track record in environmental pollution research, the successful candidate will thrive on working in a dynamic, interdisciplinary research environment.

## ***New Methods for Cardiovascular Disease***

You will have the opportunity to develop a programme of work at the interfaces of biomedicine, physiology, and chemistry. The Cardiovascular Research Unit (CVRU) is a strong and growing research group within SSEE, leading the University's work on heart-related diseases.

Cardiovascular (CV) diseases dominate global mortality. Even though behavioural factors are known to contribute there is often no clear aetiology in CV morbidity. Therefore better understanding and (ultimately) treatments is crucial. You will join a unit with cutting-edge imaging and electrophysiology equipment, enabling the development and translation of class-leading techniques to enable better

understanding of the cellular basis of cardiovascular disease. We have a broad portfolio of institutional partners (including British Heart Foundation, the Physiological Society, the Royal Society) alongside commercial partners who fund our research; a key focus of our research is rapid translation into clinical contexts, as both tools (for instance, in imaging) and treatments (such as modified cardiac glycosides).

You should have training to at least PhD level, or recognised track record in cardiovascular research and/or related and underpinning science areas (such as drug discovery/medicinal chemistry, imaging technology, or CV-relevant computational analysis); you must be committed to working closely with our world-leading experts in cardiac and vascular physiology, but also enthusiastic about developing multi-disciplinary research programmes with our chemical, biological and physical science researchers. You will work alongside internationally leading scientists as mentors, including [Sarah Withers](#) and [David Greensmith](#), and the broader CVRU team to develop your independent research portfolio. You will have a thirst for continual personal development, a passion for delivering research achievements with real-world impact, and a drive to educate and train interdisciplinary scientists of the future.

### ***Infection, AMR and Future Treatments***

You will have the opportunity to join one of the strongest research areas of the University, the internationally renowned Infection, AMR (antimicrobial resistance) and Future Treatments grouping, to develop an innovative and impactful programme of work at the interface of microbiology, advanced technologies, and novel therapeutics.

The UK's Chief Medical Officer has described AMR as a greater threat to global safety than terrorisms. The combination of emerging diseases without effective treatments, increased resistance to current therapies, lack of industrial research into new treatments and global mobility makes the challenge of dealing with AMR and future infective agents unique and unprecedented. The scale of the scientific and societal challenge demands multi-disciplinarity to prevent disease, improve diagnoses and treatment, and reduce the long-term consequences. This role will enable a talented multi-disciplinary scientist to make distinct and novel contributions to our research, alongside our pool of collaborative partners in industry and health sector.

You should have training to at least PhD level, or a recognised track record in microbiology research and/or related and underpinning science areas (such as drug discovery/medicinal chemistry, sequencing technologies, imaging technology, or relevant computational analysis); you must be committed to working closely with our world-leading experts in microbiology and infectious disease, but also passionate about developing multi-disciplinary research programmes with our chemical, biological and physical science researchers. You will work alongside internationally leading scientists as mentors including [Richard Birtles](#), [Chloe James](#) and [Ian Goodhead](#), and the broader team in the development of your independent research portfolio. You will have a thirst for continual personal development, a passion for delivering research achievements with real-world impact, and a drive to educate and train interdisciplinary scientists of the future.

### ***Neurodegenerative Diseases – Better Understanding, and New Treatments***

You will have the opportunity to develop a programme of work in the School, and as part of the Salford Institute for Dementia and Ageing. The neuroscience research group is a strong and growing unit within SSEE, bringing together a multi-disciplinary team to develop meaningful solutions to increasingly important healthcare challenges for an ageing global community.

Dementia is the major cause of death in the UK: on average 11.25% of deaths in England and Wales were due to dementia in 2022 (cf. 3.3% due to COVID-19). Yet not only are there virtually no clinical treatments for dementia and related neurological conditions such as Motor Neurone Disease (MND), and there is also very little understanding of how the diseases are caused. The development of innovative scientific methods to establish mode of action, thereby facilitating the production of effective medicines is therefore a key global challenge; we now seek a talented and committed University Fellow to complement and strengthen our capabilities in this area.



You should have training to at least PhD level, or a recognised track record in neurochemistry and/or neurobiology, with knowledge of related and underpinning science areas (such as drug discovery/medicinal chemistry, imaging technology, or neurologically relevant computational analysis); you must be committed not only to working directly with our world-leading experts in neurobiology and medicinal chemistry, but also enthusiastic about developing multi-disciplinary research programmes with our other chemical, biological and physical science researchers. You will work alongside internationally leading scientists as mentors including [Joe Sweeney](#) and [Gemma Lace](#), and the broader network in the development of your independent research portfolio. You will have a thirst for continual personal development, a passion for delivering research achievements with real-world impact, and a drive to educate and train interdisciplinary scientists of the future.

### ***Radical Urban Sustainability: Upscaling City Farming***

With 9.7 billion people on the planet by 2050 and some 70% of this population due to be living in cities by this date, there is an urgent need for radical action around urban sustainability. You will have the opportunity to develop a programme of work in the Environmental Research Innovation Centre (ERIC), which focusses on creative solutions to addressing sustainability within the urban context; focussing particularly on ways to upscale food production within the cityscape. ERIC brings together an array of ecologists, geographers and environmental scientists, alongside an extensive network of national and international partners. Our work has been funded by Horizon2020, UKRI, Wellcome Trust and a host of other organisations, including industrial partners to international funders, such as the South African National Research Foundation.

You will work with [Michael Hardman](#) and the ERIC team, alongside the wider University through interdisciplinary units, such as the Salford Care and Urban Farm Hub. The team currently conduct work across the globe, from Africa to North America and beyond, including with the UK's largest urban farm 'Northern Roots'. Possible areas for work include models for upscaling urban farming solutions; informal approaches to food production in cities, such as guerrilla gardening; smart approaches to urban agriculture; health and wellbeing impacts of urban farming; tools to enable urban agriculture at scale and more. We particularly encourage applications from interdisciplinary researchers, particularly those who have a grounding in both qualitative and quantitative methods.

### ***Future Transportation and Logistical Systems***

You will join the Civil Engineering Subject group in order to explore new research into future transportation planning, engineering, technologies and network development. You will be expected to have a background in Civil Engineering, although it is desirable to have further expertise such as: Transportation networks, Environmental Engineering, Future Construction Materials, Methods of Construction or Smart Cities and their Architecture.

Although based in Civil Engineering, you will integrate with projects across the school. These may include projects based in: Autonomous Vehicles and Systems, Engineering and Materials Science, Data Science, Artificial Intelligence and Data visualization.

You will work alongside internationally leading scientists as mentors including [Jonathan Haynes](#), [Theo Theodoridis](#) and [Mo Saraee](#), and the broader network in the development of your independent research portfolio.

## **Role Purpose**

The University has embarked on a campaign to recruit 20 new University Fellows across our four Schools to build on the success of our REF results and grow our research portfolio and excellence.

Fellows will develop and lead distinctive strategic research, innovation and knowledge exchange activities aligned with the Innovation strategy of the School. Alongside research activity, Fellows will be expected to make a growing contribution over the duration of the Fellowship to the delivery of research-informed teaching in the School.

## Key Accountabilities or Duties

The Fellows' initial focus will be on establishing their research careers, including the development of a research programme which complements existing research within the University, the production of high quality research outputs, applications for external research funding, and the development their careers. Fellows will be expected to make a growing contribution to the development and delivery of research-led teaching/training and academic leadership in their host School, particularly after the first two years.

Fellows will be required to plan and deliver their research independently, and to apply for and secure external research funding appropriate to the discipline. Fellows will develop the skills required to lead research, to supervise and train research students, and to teach undergraduates and postgraduates through agreed School duties.

Therefore, the main key accountabilities or duties across the whole lifetime of the University Fellowship will be:

### Research

To undertake world-leading research and build a research programme and group.

- Undertake individual or collaborative research projects
- Identify external sources of funding and develop and contribute to funding bids – research, knowledge transfer and engagement grant applications
- Promote graduate studies by contributing to the supervision of postgraduate research students
- Write and contribute to publications in peer reviewed academic journals and/or disseminate research findings using other appropriate media
- Make presentations at conferences or exhibit work in other appropriate events, participating in dissemination and engagement activities to contribute to knowledge base of area of expertise, maximise policy, media industrial or community impact of research
- Extend, transform and apply knowledge acquired from scholarship to learning, research and appropriate external activities
- Contribute to impact generation, including but not limited to outreach, public engagement and industry / stakeholder policy change

### Teaching and Learning

At year 3, an increasing contribution to teaching/training programmes (UG and/or PGT).

- Design research informed teaching material and deliver either across a range of modules or within a subject area
- Supervise student projects, including, where appropriate, PGT, field trips and placements
- Identify areas where current provision is in need of revision or enhancement
- Contribute to the planning, design and development of course and curriculum objectives and material, in collaboration with Student Information Directorate to ensure accuracy of central databases
- Set, mark and assess work and examinations and provide feedback to students
- Act as personal tutor to a group of students

### Leadership, Management and Engagement

- Take a lead in own area of expertise, act as mentor for less experienced colleagues
- To engage with and participate in the University's PDR process as reviewer and/or reviewee, as appropriate



- Lead and co-ordinate the work of other staff to ensure projects are delivered to the standards required
- Co-ordinate colleagues to ensure student needs and expectations are met
- Plan, co-ordinate and implement research programmes or engagement projects; organisation of external activities such as student projects, field trips and industrial placements; manage or monitor research or engagement budgets and ensure effective use of resource; organise administrative duties
- Support colleagues with less experience and advise on personal development; train/advise on own area of expertise where appropriate; coach and support colleagues in developing research
- Collaborate with external organisations such as industry, public sector, charity and local community groups

This role detail is a guide to the work you will initially be required to undertake. It may be changed from time to time to meet changing circumstances. It does not form part of your Contract of Employment.

## Person Specification

### Qualifications

|   | The successful candidate should have:             | Essential/<br>Desirable | Tested<br>by*<br>A, I, P, T |
|---|---|-------------------------|-----------------------------|
| 1 | A degree or equivalent professional qualification | Essential               | A                           |
| 2 | A PhD in a relevant area                          | Essential               | A                           |

### Background & Experience

|   | The successful candidate should have:   | Essential/<br>Desirable | Tested<br>by*<br>A, I, P, T |
|---|---|-------------------------|-----------------------------|
| 3 | Recent record of excellent publications, appropriate to stage of career.  | Essential               | A, I, P                     |
| 4 | Evidence of the ability to obtain funding to support research, appropriate to stage of career.                              | Desirable               | A, I, P                     |
| 5 | Post-doctoral research experience or equivalent, preferably of at least two years.  | Desirable               | A, I, P                     |
| 6 | Evidence of experience in teaching and preferably achievement, e.g. reflected in a personal teaching portfolio.             | Desirable               | A, I, P                     |
| 7 | Experience of working collaboratively (e.g. with business, policy makers or other end users, with other disciplines).       | Desirable               | A, I, P                     |
| 8 | Strong stakeholder management skills with proven track record of successfully engaging and influencing staff at all levels. | Desirable               | A, I, P                     |

### Knowledge

|    | The successful candidate should have demonstrable knowledge of:  | Essential/<br>Desirable | Tested<br>by*<br>A, I, P, T |
|----|--|-------------------------|-----------------------------|
| 9  | Good understanding of the potential non-academic impacts of the research and ways of engaging in order to achieve these.   | Essential               | A, I, P                     |
| 10 | An understanding of working with a diverse body of students and staff, creating an inclusive culture.  | Essential               | A, I, P                     |
| 11 | The public research and innovation funding sectors with knowledge of the priorities of relevant funding bodies e.g. UK Research Councils and Innovate UK, and other funding opportunities including European and global funding sources. | Essential               | A, I, P                     |

### Skills & Competencies

|  | The successful candidate should demonstrate: | Essential/<br>Desirable | Tested<br>by*<br>A, I, P, T |
|--|--|-------------------------|-----------------------------|
|--|--|-------------------------|-----------------------------|

|    |  |           |         |
|----|--|-----------|---------|
| 12 | Willingness to develop and conduct knowledge exchange activities including, for example engagements with businesses, industry, policy makers and public. | Essential | A, I, P |
| 13 | Familiarity with elementary financial planning, management of resources.   | Essential | A, I, P |
| 14 | Ability to work with colleagues across the organisation in a respectful manner including collegiate support of colleagues.                               | Essential | A, I, P |
| 15 | Self-motivation and the ability to take the lead on tasks and work with a high degree of autonomy.   | Essential | A, I, P |
| 16 | Commitment to supporting and promoting equality and diversity goals within the University.   | Essential | A, I, P |
| 17 | Excellent communication skills with the ability to explain complex areas.  | Essential | A, I, P |

**A = Application form I = Interview, P = Presentation, T = Test**

Details of any assessments required will be provided in the invitation to interview letter.

Appointments to grade 7 and above will normally include a competency based interview and presentation.

## **Additional Information**

The positions will be on the Academic Staff scale. Appointments will normally be made on the grade 8 academic scale (£43,414- £51,805), dependent on experience and the normal practice within the discipline.

University Fellow appointees will be subject to the standard University promotion criteria and process. During the Fellowship it is expected that Fellows will develop the evidence and track record required to make an application for promotion to Reader. Should an appointee not be ready to make an application for promotion after 5 years, they will transfer to the position of Lecturer.

## **Place of Work**

The main place of work will be the University of Salford campuses, however we continue to operate informal hybrid working arrangements and are open to a mix of remote and campus-based working. There will definitely be a requirement for you to be on campus, but how that mix of remote and onsite works will predominately be down to the post holder to decide – we want Fellows to manage their own time and commitments and will discuss this as part of the selection process.

## **Application Process**

When applying, it is essential that the following documents are attached (as PDFs):

- A curriculum vitae, including: career/employment history and details of any career breaks; a summary of formal training and qualifications; relevant experience and evidence of esteem such as prizes and memberships of professional bodies and a list of publications/outputs. Please restrict the total length of the CV and outputs list to a maximum of five-pages of A4.
- A covering letter addressing the person specification and stating which of the research area/s the application relates to (maximum three-pages).
- A two-page outline of your proposed research programme, including: a research plan which particularly concentrates on for the first 2-3 years and highlights in particular: the novelty; details

of any planned activities to maximise collaboration, partnership and knowledge exchange; plans for the £30K start-up funding.

You will be notified by email whether you have been shortlisted for interview and the dates of the interview. Interviews are expected to take place during the weeks commencing 20<sup>th</sup> and 27<sup>th</sup> March 2023.

**The closing date for applications is 23:55 on 26<sup>th</sup> February 2023.**

## **Informal Enquiries**

Informal enquiries should be directed to Sarah Withers, Associate Dean for Research and Innovation for the School of Science, Engineering and Environment ([S.B.Withers@salford.ac.uk](mailto:S.B.Withers@salford.ac.uk)).