**Job Description**

**1. Job Details**

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| Job Title: | Lecturer/Senior Lecturer in Marine Social Science | Department: | Science |
| Line Manager: | Associate Director (Science, Enterprise and Innovation) | Grade: | Grade 7/8 |
| Full Time/Part Time: | Full Time (37hrs per week) | Duration of Appointment: | Open ended |

Introduction

This post will be expected to have an active role within SAMS Research Area in the [Blue Economy.](https://www.sams.ac.uk/science/blue-economy/)

The Blue Economy research area strives to channel SAMS’ diverse expertise in fundamental and applied marine science to support current and future commercial users of the marine environment without degrading the very system we all depend on.

The use of the oceans as a development space, and the decoupling of social and economic growth from environmental degradation, are at the centre of the scientific, education and commercial activities of the SAMS’ Blue Economy Research Area.

**2. Job Purpose**

To conduct applied research into marine and coastal social-ecological systems.

To support and develop social research in Blue Growth industries such as aquaculture, marine renewable energy, fisheries and other rural economies such as tourism.

Work collaboratively with the natural and physical sciences available at SAMS, developing trans and cross-disciplinary research agendas which suit and interact with and/or impact national, UK, and international policy agendas.

**3. Main Responsibilities**

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| |  |  | | --- | --- | | *Responsibility Areas* | *Approx. %*  *of time* | | Develop, lead and deliver research and commercial activities related to marine social science, deliver scientific outputs (3/4\* papers), presentations at national and international conferences, reports, research funding applications to deliver high quality science to meet SAMS mission. | 40 | | Develop, lead and deliver commercial contracts and philanthropic projects to meet SAMS funding objectives. Provide input to design and lead implementation of projects. Generate reports and deliver scientific outputs | 30 | | Contribution to SAMS education strategy at undergraduate, postgraduate and CPD levels through teaching and module leadership and student supervision. | 20 | | Undertake ‘science citizenship’ activities: external committees, public engagement, policy interface work, etc. | 10 | | Be pro-active in the management of SAMS Health & Safety procedures | Ongoing | |  |

**4. Planning and Organising**

* Identifying, planning and initiating major research, commercial and philanthropic projects within specialist subject area, for example where gaps in knowledge exist, or leading investigation into significant matters.
* Contribute and were applicable led SAMS strategic planning for research, commercial and philanthropic funding, plan future engagement of research, teaching and commercial work.
* Planning, management, and monitoring progress of large research projects.
* Plan, design, develop and organise innovative approaches to the learning experience for undergraduates, postgraduates and CPD with the intention of challenging thinking, fostering debate, and encouraging the development of intellectual reasoning and rigour;
* Supervise the work of BSc, masters and PhD students.
* Oversee postdoctoral positions which support the aims of SAMS’ existing social-science research.
* Liaise with other SAMS members of staff and project partners timetabling the supply of relevant information.

**5. Problem-Solving**

* Identifying research topics and initiating analysis that will be original and innovative.
* Determining and adapting appropriate research methodologies for your research.
* Analysing results and conclusions to formulate new concepts and ideas.
* Manage time and balance workloads within and across different projects and across different delivery needs, responsibilities and commitments for self and staff team.
* Guiding and mentoring staff team and supervised students.
* Dealing with potentially complex and conflicting stakeholder demands in research projects.

**6. Decision-Making**

* Make strategic decisions about what research directions to prioritise and develop for self and team, and contribute to SAMS broader strategic decisions.
* Make strategic and day to day decisions about which grants and commercial contracts to apply for and which publications to prioritise within resource and time constraints. Due to the small size of the social science team at SAMS these should initially be undertaken in discussion with your staff team.
* Make decisions about allocating effort and workload by self and staff team.
* Guide and mentor decisions by staff team and students.
* Contribute to governing academic societies.

**7. Key Contacts/Relationships**

* Day to day engagement with staff team, line manager, Enterprise and the Development team.
* Engagement with SAMS’ internal research community through our formal Research Areas.
* Represent SAMS in formal discipline-focused teaching and research networks involving peers elsewhere in Europe and further afield.
* Working with national and international collaborators and research stakeholders.

**8. Knowledge, Skills and Experience needed for the Job**

Essential:

* PhD in Marine Social Science, Sustainability or Regional Studies, Sustainable Environmental Management, Environmental or Ecological Economics or related field.
* A broad knowledge of international policy relating to sustainability goals, action research, social and environmental valuation, and social impact assessment with a proven track record of high-quality publications (REF 3\*standard).
* Successful development of research proposals funded through a research council or the EU or equivalent.
* Evidence of impact generated by past research.
* Proven track record of working in interdisciplinary teams.
* Experience in outreach (including the public media).
* Evidence of communication skills (oral and written).
* Excellent ‘people skills’ and team building skills.
* The ability to attend on a regular basis and cope with the demands of the job.
* Able to successfully manage a number projects/contracts to quality and time in tandem.
* Willingness to travel internationally.

Desirable:

* Membership of a relevant professional society.
* Track record in line management and project supervision/co- ordination.
* Leadership of research teams.
* Experience at University level teaching and PhD supervision.
* Experience working with marine renewable energy, aquaculture and marine spatial planning in policy making in the public or private sectors.
* Research funding awarded from the private sector or philanthropic donors.
* Experience of applying and developing relevant sociological theory/conceptual frameworks. Ability to conduct stakeholder workshops, focus groups etc.
* Commercialisation: Engagement/leadership of contracts relevant to this field.
* Teaching skills: Course development. Continuous professional development.

# **9. Dimensions – Scope of role**

* Lead cutting edge research in the field of social science.
* Responsible for contributing to the development and submission of research proposals, commercial tenders, and philanthropic funding applications.
* Responsible for delivery of research, commercial and philanthropic projects and reports to agreed timescales.
* Produce research outputs of 3\*/4\* REF standard and the relevant to REF unit.
* Line manager for one or more research staff, including responsibility for their H&S, career development, training needs etc.
* Directly/indirectly responsible for support scientists involved with the successful delivery of both research and commercial projects.
* Teach/supervise MSc students, UG and H4 dissertation students and where necessary develop and lead modules.
* Supervision of PhD student projects.

The position is advertised across 2 grades. Where a candidate is appointed at the higher grade, the duties and responsibilities will be adjusted on appointment to reflect this.

**10. Any other relevant information**

The post holder may be required to perform duties other than those given in the job description for the post. The particular duties and responsibilities attached to posts may vary from time to time without changing the general character of the duties or the level of responsibilities entailed**.** If the normal duties of the post include going to sea (apart from small boats e.g. RHIB's) the applicant must be able to obtain the ENG1 medical certification and complete the STCW 95 Personal Survival Techniques training.

[WHAT SAMS CAN OFFER YOU](https://vimeo.com/411370772) (please right click and select ‘open in new tab’)

Introduction to our Science, Enterprise and Education

***Enterprise***

SAMS Enterprise provides specialist Marine consultancy and survey services, underpinned by cutting-edge science.

We deliver bespoke studies, surveys and research to local and national Government departments and agencies, international NGOs (WWF, World Bank, et al) and blue-chip industrial and financial companies.

***Research***

Our science focuses on three major and urgent challenges which humankind and our natural world must face:

* to discover the physical, chemical, geological and biological processes that drive the marine system so that we have the knowledge needed...
* to describe and quantify how our coastal environment, where more than half the human population resides, responds to ever-increasing man-made pressures such as climate change, habitat destruction, pollution and resource overexploitation and to work with society on developing and testing mitigation and adaptation measures and finally
* to develop a sustainable blue economy so that we can use the marine environment for the benefit of people without degrading its health and productivity.

To address these major challenges SAMS science is multi-disciplinary, drawing on the expertise from physicists, mathematicians, biologists, geologists, chemists, social scientists, computer scientists, technologists, engineers and communicators.

***Education***

We provide a marine science UG degree programme as well as a number of Postgraduate courses. We also provide CPD courses. For more information see [Study — The Scottish Association for Marine Science (sams.ac.uk)](https://www.sams.ac.uk/study/)

***Development***

SAMS has a Development arm which works with philanthropic funding bodies to support the world leading research and education at SAMS.

Our Values and culture

We strive to be a world-class marine science enterprise that underpins regional, national, and international policy, and societal action to secure healthy and sustainable oceans.

As a workforce, we have a strong family and team culture, helping each other to achieve our goals.

Remuneration

We offer a competitive salary and pension as well as employee benefits package. We also have a number of supportive policies to assist absence, family, and other leave types.

Career Goals

SAMS provides a supportive learning and career growth environment for those looking for that next step in their career or upskill in the workplace. This may be through opportunities to develop techniques, learn more about the science objectives for the group, gain some tutorial opportunities, as well as attend meetings and CPD events.

We’ll provide you with a good start as you join SAMS

SAMS provides an excellent induction which is a great introduction to the organisation, the facilities, your department and team, and provides that support that you need over the early months joining a new organisation. We will also provide you with office space, computing equipment and ensure this is ready for you on your first day of work.

Employee Benefits

In addition to a general remuneration package which includes a generous salary, pension, and sickness absence policy, we offer a number of employee benefits to our staff, some of which are listed below:

* Opportunity for discretionary hybrid working
* Purchase of additional annual leave – up to 20 days per annum
* Access to shopping discounts as well as local shop and leisure discounted memberships
* Cycle to work scheme
* Purchase of technology
* Payroll Giving
* Salary Sacrifice – pensions
* Access to wellbeing portals which provide support for mental health, nutrition and fitness and GP referral scheme
* Occupational health support
* Welfare support on site
* Access to CBT sessions
* Sabbatical scheme
* A number of training and development courses to assist you with your career development – leadership, coaching and mentoring.

SAMS is part of the University of the Highlands & Islands and holds an Athena SWAN Bronze award. SAMS is currently working towards a silver award.

As an Academic Partner of UHI, SAMS is designated as an educational establishment and subject to the provisions of the Protection of Children (Scotland) Act. Certain roles may be subject to a satisfactory check by Disclosure (Scotland) as a condition of their appointment.

Applications must include CV and Cover Letter and should be sent electronically to [recruitment@sams.ac.uk](mailto:recruitment@sams.ac.uk) quoting Job Ref. ‘D04/23.MS’ in the subject line.

The closing date for applications **12th May 2023**

**Interviews will be held by the beginning of June 2023**

*Please note, we prefer to contact referees prior to interview*

Guidance for Applicants

***Applying from overseas***

Applications from outside the UK are welcomed; where you currently have rights to work in the UK, please confirm when applying. Where you require sponsorship by an employer, please also advise when you apply. There are also a number of independent visas candidates may be eligible to apply for. All the details can be found here: <https://www.gov.uk/browse/visas-immigration/work-visas>

There are costs associated with working in the UK such as visas, health surcharges which you may wish to check out if you become a shortlisted candidate. The successful candidate will be responsible for their Visa and health surcharge costs.

Your application – what are we looking for?

We are looking for a full CV – please remember to document all your relevant work experience, listed with the most recent first. You should also include your educational achievements with you most recent qualification first.  You should include skills and competencies gained from previous employment or education. This should be specific to the job description.  Also, please include details of two referees, one referee at least from your current role, who we may contact if invited for interview.

We enjoy reading cover letters and these are an important part of the application. In the letter, connect your past accomplishments with the requirements listed in the job description. Focus on your most relevant experience, qualifications, and skills. Where possible, quantify your accomplishments with facts and data.

***Useful links***

* [How to write a flawless cover letter](https://career-advice.jobs.ac.uk/cv-and-cover-letter-advice/how-to-write-a-flawless-cover-letter-in-2020/) (please right click and select open in new tab)
* [How to write a CV](https://www.reed.co.uk/career-advice/how-to-write-a-cv/) (please right click and select open in new tab)