



**Faculty of Engineering  
School of Computing**

**Lecturer / Associate Professor in Computer Science**

**We have introduced the title of Associate Professor for our grade 9 academic staff, which is equivalent to Senior Lecturer.**

As part of an ambitious programme of expansion to secure the School's position as a leading centre for fundamental and applied computer science, we are seeking to appoint an outstanding candidate with a track record of excellence in research and teaching. With an undergraduate degree and PhD or equivalent experience in Computer Science, or a related discipline, you will have a specialism that demonstrably aligns with at least one of the School's existing research themes:

- Algorithms and Complexity
- Applied Computing in Biology, Medicine and Health
- Artificial Intelligence
- Computational Science and Engineering
- Distributed Systems and Services

The breadth of the School and University provide an outstanding opportunity for a candidate who has the drive and enthusiasm to exploit their results by building links to researchers in other fields. The School has particularly strong links with two of the University's strategic initiatives, the Leeds Institute for Data Analytics, and the National Centre for Innovative Robotic Systems, and also has a close relationship with the School of Mathematics through logic and algorithms.

You should have an excellent research track record with the vision and drive to tackle new challenges. This will be reflected in a strong record of publication in internationally respected journals and major conferences, as appropriate to the field and commensurate with experience. You will have an ability to engender student enthusiasm and to teach across the School's curriculum at undergraduate and Masters level.

For appointment at Associate Professor level, you must be able to demonstrate international standing in your field, a track record of successful and substantive grant applications in support of your research, delivery of an outstanding student experience including teaching of modules within and outside your specialism, and an ability to undertake successful academic leadership.

*'The University of Leeds' commitment to women in science has been recognised with a national accolade. The University and the Faculty of Engineering have*

*received the Athena SWAN Bronze Award in recognition of our success in recruiting, retaining and developing/promoting women in Science, Engineering and Technology (SET).'*

*The University offers generous terms and conditions of employment, a wide range of benefits, services, facilities and family friendly policies. Full details are available on the Human Resources web pages accessible at [www.leeds.ac.uk/hr/index.htm](http://www.leeds.ac.uk/hr/index.htm)*

**University Grade University Grade 8 (Lecturer) (£38,511 - £45,954 p.a.) or 9 (Associate Professor) (£47,328 - £54,841 p.a.)**

**Appointment to a specific grade will be made dependent on experience.**

**Informal enquires to Professor David Duke, Head of School, tel +44 (0)113 343 5430, email [d.j.duke@leeds.ac.uk](mailto:d.j.duke@leeds.ac.uk).**

**Closing Date: 25 June 2015**

**Job Reference: ENGCP1009**

**Click here for further information about working at the University of Leeds [www.leeds.ac.uk/info/20025/university\\_jobs](http://www.leeds.ac.uk/info/20025/university_jobs)**

## **Job Description**

**Responsible to:** Head of School of Computing

**Reports to:** Head of assigned research theme

## **Job Summary**

As part of an ambitious programme of expansion to secure the School's position as a leading centre for fundamental and applied computer science, we are seeking to appoint an outstanding candidate with a track record of excellence in research and teaching.

The breadth of the School and University provide an outstanding opportunity for a candidate who has the drive and enthusiasm to exploit their results by building links to researchers in other fields. The School has particularly strong links with two of the University's strategic initiatives, the Leeds Institute for Data Analytics, and the National Centre for Innovative Robotic Systems, and also has a close relationship with the School of Mathematics through logic and algorithms.

## **Main Duties and Responsibilities**

**For appointment as a Lecturer (Grade 8):**

### **Research, Innovation and Impact:**

- To carry out a programme of research, developing your own research area in a manner compatible with the School and Faculty strategy and promoting the integration of your own research area with other research interests within and, as appropriate, outside the School and Faculty.
- To maintain a record of high quality regular publications in peer-reviewed, internationally-leading journals and conferences.
- To maintain scholarly activity and keep up to date with developments in the field as necessary to carry out the duties of the post.
- To actively apply for and manage external research funding on an independent and collaborative basis, including contributing to research proposals which involve more than one School, Faculty or Institution.
- To pursue research, innovation and impact of international standing, developing and maintaining a profile as appropriate to the discipline, and enhancing the broader research activity of the School through its research themes.
- To provide high quality PhD research supervision and to be involved in recruitment of research students to the University.
- To take part in knowledge transfer activities, where appropriate.

## **Teaching:**

- To lead the teaching of undergraduate and postgraduate modules as assigned by the Director of Student Education, including assessment of coursework and examinations. It is recognised that you will, at times, also teach subjects that are not closely related to your research specialism.
- To develop innovative approaches to learning and teaching as appropriate.
- To undertake supervision of BSc, MEng and MSc projects and dissertations.
- To provide timely feedback and assessment of coursework and examinations in accordance with the School's policies.
- To provide support and guidance to students, resolving issues and/or referring to specialist parties, where appropriate.
- To act as a personal tutor, including providing pastoral care and supporting students in maximising the benefit of their time at Leeds.
- To act as module leader and to ensure that modules and programmes run to the required standard; using feedback gathered from students to inform or adapt future teaching.
- To take a lead role in the planning and development of modules and programmes within the subject area.
- To be aware of and work in line with the University's learning and teaching partnership agreement and work with our students as members of a learning community to provide world class education and an excellent student experience.
- To contribute to School policy and practice in teaching.
- To act as Programme Leader or other academic support role as designated by the Head of School.

## **To provide academic leadership through:**

- Effective contribution to the management and administrative processes and committee structures of the School, Faculty and University.
- Managing initiatives or areas of work (as either sustained or one-off projects) which facilitate School, Faculty or University performance or business.
- Involvement in the recruitment, management and development of staff and act as a mentor to more junior/less experienced colleagues.
- The promotion of the values of collegiality within the academic community.
- Actively promoting and embedding University standards of employment practices across the School.

## **General:**

- To carry out the duties of the post in accordance with the University values and standards, including the University Leadership & Management Standard, and in line with University policies and procedures and local Faculty/School

benchmarks as appropriate, upholding high professional standards and leading by example.

- To work with our students as members of a learning community to provide world class education and an excellent student experience.
- To contribute to student recruitment and outreach activities.
- To maintain a record of your own continuing professional development.
- To maintain a safe work environment, including ensuring compliance with legislation and university health and safety protocols, and the undertaking of risk assessments.
- To integrate the University value of inclusiveness into all appropriate aspects of the job; respecting the dignity and diversity of all members of the University community and of visitors to the University.

This job description provides a framework for the role and it may be necessary for a Lecturer to undertake any duties commensurate with the post as might reasonably be required.

**For appointment as Associate Professor (Grade 9) in addition, the candidate would be required to undertake the following tasks:**

**General:**

- To contribute to the development and achievement of University, Faculty and School strategy within the context of an international, research-led University.
- To be recognised as an authority in the field, developing and maintaining an external profile as appropriate to the discipline.

**Research, Innovation and Impact:**

- To lead research and develop the strategic direction within your own research area.
- To integrate academic activity with Enterprise Knowledge Transfer through strategic direction and planning of EKT-related initiatives.

**Teaching:**

- To make a sustained contribution to school policy and practice in delivering outstanding teaching and student experience.

**To provide academic leadership through:**

- Provide leadership in their area of research specialism, and develop a high profile research team delivering international quality research.

- Providing a significant contribution to the overall work of the University and/or equivalent external organisations by representing the School and Faculty on appropriate committees and groups.
- Undertake senior administrative roles in support of the School's operation.
- Managing or leading major initiatives or areas of work (as either sustained or one-off projects) which facilitate School, Faculty or University performance or business as required.

This job description provides a framework for the role and it may be necessary for an Associate Professor to undertake any duties commensurate with the post as might reasonably be required.

### University Values

All staff are expected to operate in line with the University's values and standards, which work as an integral part of our strategy and set out the principles of how we work together. More information about the University's strategy and values is available at <http://www.leeds.ac.uk/comms/strategy/>.

### Leaders and Managers

This role is identified as a leader and/or manager. The [University Leadership & Management Standard](#) establishes a baseline set of values and behaviours which anyone with leadership and management responsibilities will be expected to demonstrate.

As a leader/manager, you will help the University/Faculty deliver our strategies for **Valuing and Developing All our Staff**, which are:

*Enhance our leadership and management capability*

*Build and maintain world-class performance, engaging all our staff in our strategy and values*

*Proactively attract, support and develop high quality staff*

This means that the main duties for this post will include:

- Actively promote and engage with the objectives of our valuing and developing all our staff agenda via compliance with The People Management Framework to ensure consistency of high standards of employment practices across the school/service/area.
- Demonstrate the capabilities in the University Leadership and Management Standard ensuring that appropriate training is identified and undertaken to enable you (and any leaders and managers you have responsibility for) to achieve this.
- Ensure the University's Staff Review and Development Scheme (SRDS) is in place for your staff and is monitored with appropriate follow-up action.

This also means that you would be expected to demonstrate the following behaviours:

- Act as a role model to build trust through openness, honesty and integrity
- Take accountability for own actions and the consequences
- Treat staff fairly, with respect and dignity
- Balance the needs of the task/team/individual
- Vary the leadership style to suit the situation

## **Person Specification**

### **For appointment at University Grade 8**

#### **Essential**

- A PhD in Computer Science or in a demonstrably relevant field, or equivalent experience.
- An undergraduate degree in Computer Science or in a demonstrably relevant field.
- Research interests that will complement current areas of expertise within the School. Your specialism will demonstrably align with at least one of the School's existing research themes: Algorithms and Complexity; Applied Computing in Biology, Medicine and Health; Artificial Intelligence; Computational Science and Engineering; or Distributed Systems and Services.
- An established record of internationally excellent research publications, contributed to internationally respected journals and major conferences.
- Willingness to undertake further learning and personal development training as may be appropriate to the post, for example to ensure that your work is in line with the University Leadership and Management Standard.
- The ability to teach effectively at all levels within Higher Education.
- The ability to motivate and engender enthusiasm in other, as evidenced, for example, in student feedback obtained from teaching.
- Able to demonstrate team-working and networking skills.
- A creative research vision and personal research plans which are likely to be successful, with the vision and drive to tackle new challenges and develop research collaborations within academia and industry.
- High potential for obtaining the income necessary to support your research.
- Willingness to work in line with the University Leadership and Management Standard.

#### **Desirable (at grade 8)**

- A proven record of having successfully organised and taught modules at undergraduate or postgraduate levels, with outcomes reflected in positive student feedback.
- Evidence of innovative teaching approaches.
- Evidence of research impact outside of academic channels.
- Experience of successful PhD Supervision.
- Evidence of collaboration on cross-disciplinary projects.
- Experience of academic leadership.

- Experience of / willingness to undertake outreach and publicity activities.

**For appointment at University Grade 9:**

**Essential: all criteria essential to appointment at Grade 8, and also the following:**

- A significant journal publication record and evidence of a growing international reputation, commensurate with experience.
- A track record of substantive and successful grant applications in support of your research.
- Evidence of impact beyond academia, at a level appropriate to the field of specialism.
- Significant experience of teaching undergraduate and/or postgraduate students within and outside your specialism.
- Experience of the development of teaching materials and modules informed by research and student feedback.
- To be able to demonstrate academic leadership and a proven ability to provide motivation to colleagues.

**Desirable (at Grade 9)**

- Experience of successful PhD Supervision.
- Experience of the development and use of innovative teaching practices.
- Experience of academic programme development and management.
- Evidence of collaboration on cross-disciplinary projects.
- Experience of / willingness to undertake outreach and publicity activities.

## **Additional Information**

The University offers generous terms and conditions of employment, a wide range of benefits, services, facilities and family friendly policies. Full details are available on the Human Resources web pages accessible at [www.leeds.ac.uk/hr](http://www.leeds.ac.uk/hr)

## **The Partnership**

The Partnership has been developed by students and staff and describes the mutual expectations of us all as members of the University of Leeds community. More information about the Partnership is available at <http://partnership.leeds.ac.uk>

## **University of Leeds Teaching and Research Award (ULTRA)**

The Senate of the University has agreed that all newly appointed early career academic staff with a contract of 50% of full time equivalent and above will be required to complete the relevant pathway of the University of Leeds Teaching and Research Award (ULTRA) unless they meet specified exemption criteria. Whether or not this applies to you will be decided as part of the appointment process.

Further details of the ULTRA are available at <http://www.sddu.leeds.ac.uk/sddu-ultra.html>

Academic staff with contracts of less than 50% of full time equivalent may take the appropriate pathway of ULTRA that relates to your role. This will be decided by the School in conjunction with SDDU.

## **Disclosure and Barring Service checks**

A Disclosure and Barring Service (DBS) Check is not required for this position. However, applicants who have unspent convictions, cautions, reprimands and warnings, including any pending criminal proceedings must indicate this in the 'other personal details' section of the application form and send details to the Recruitment Officer at [disclosure@leeds.ac.uk](mailto:disclosure@leeds.ac.uk).

## **Disabled Applicants**

The post is located in the **School of Computing**. Disabled applicants wishing to review access to the building are invited to contact the department direct. Additional information may be sought from Recruitment Officer, e-mail [disclosure@leeds.ac.uk](mailto:disclosure@leeds.ac.uk) or tel + 44 (0)113 343 1723.

Disabled applicants are not obliged to inform employers of their disability but will still be covered by the Equality Act once their disability becomes known.

**Further information for applicants with disabilities, impairments or health conditions is available in the applicant guidance.**

## **Further information about the Faculty and School**

Top 100 university for Engineering and Technology - Times Higher World University Rankings 2014.

The Faculty of Engineering is one of the largest engineering groupings in the UK with over 700 staff, 3,000 students and an annual turnover of around £60m.

Our focus is on providing research based teaching and supervision, inspiring our students and through this helping our students to achieve their goals and ambitions.

The range and scope of the our research is extensive and covers all of the major engineering disciplines, including cross cutting themes such as energy, materials, medical engineering and artificial intelligence, with theoretical, experimental and modelling work underpinning all areas.

This provides an ideal platform for multidisciplinary research, enabling us to undertake high-impact research in areas recognised as providing critical global challenges. Much of our research is linked to industry, with major collaborators throughout the UK and Europe. We have also aligned our Faculty with industry sectors such as digital technologies, energy, high value chemicals and medical technologies, and undertake further interdisciplinary research in areas as diverse as functional materials, robotics and water.

Teaching and research is delivered through the following five schools:

- School of Chemical and Process Engineering
- School of Civil Engineering
- School of Computing
- School of Electronic and Electrical Engineering
- School of Mechanical Engineering

There is a friendly atmosphere and student-focused approach to undergraduate and postgraduate education. We pride ourselves on the professionalism of our staff and the quality of the research environment, promoting excellence by offering a range of cutting edge programmes, many in conjunction with industrial sponsors and collaborators.

### **School of Computing**

Globally renowned for our teaching, research and engagement with industry, we are one of the longest established computing schools in the UK.

- Ranked 16th in the UK for Computer Science by The Times and Sunday Times University League Table 2015.

- BSc Computer Science is accredited by the relevant professional bodies (check website for full details).
- Over 300 students from 40 countries.
- The following undergraduate degree courses: Computer Science, Computer Science with
- Artificial Intelligence and Computer Science with Distributed Systems have a common first year that focuses on the fundamentals of programming and the underlying mathematical principles of computer science. A key benefit of having a common first year is that you can easily switch between these programmes.
- Research feeds directly into teaching, which means students will learn about the latest developments within their subject from world-class academics.
- The School has an established track record for delivering high quality research with over 85% of research activity rated as 'world leading' or 'internationally excellent' by the Research Excellence Framework (REF2014). (UoA: Computer Science and Informatics)
- 90% of our recent graduates have successfully secured a professional or managerial role within six months of graduating – for example we have graduates working for IBM, BT, Lloyds Banking Group, KPMG, PepsiCo and Microsoft. (This is based on results from the latest (2013) Destinations of Leavers from Higher Education survey and relate to graduates who have completed an undergraduate degree.)
- 87% overall student satisfaction in the National Student Survey (NSS).
- The School has strong industrial links which has resulted in our students undertaking work placements at Microsoft, IBM, BT and Fujitsu.
- Access to specialist facilities including a high-resolution powerwall display, a dedicated 3D virtual reality suite and our new cloud computing testbed.