

JOB TITLE: Lead scientist: Renewable Energy and the Environment
SECTION: Environmental Research Institute (ERI), North Highland College-UHI
SCALE POINT RANGE: Senior Research Fellow £38,515 - £45,960
TERM: 3 Years with potential to extend
START DATE: Negotiable. The position is available immediately
RESPONSIBLE TO: Director of ERI
CLOSING DATE
FOR APPLICATIONS: 28th April 2017

The University of the Highlands and Islands (UHI)

The University of the Highlands and Islands (UHI) is the only university based in the Highlands and Islands of Scotland. UHI provides access to undergraduate and postgraduate study, and research opportunities through a distinctive academic partnership of 13 colleges and research institutions. Each partner has its own character and contributes to the distinctive organisation that is the University of the Highlands and Islands. Some are relatively large colleges in the urban centres of the region such as Perth, Elgin and Inverness. Others are smaller institutions, including some whose primary focus is on research.

UHI reputation is built on our innovative approach to learning and our distinctive research and curriculum – all enriched by the people, natural environment, economy, culture and heritage of the Highlands and Islands and its communities. There are 40,000 students at the heart of the university. Curriculum provision across both further and higher education is designed to meet current and future local and regional needs and to attract other students to the Highlands and Islands to study.

Partners have their own micro-strategies and employ the majority of the research staff, make their own investments and exploit local autonomy in creating research activity within the wider university strategy. This breadth and diversity of the UHI partnership adds strength and impact to the main UHI research themes at the local level, often based on our unique regional characteristics. It permits a growing cross disciplinary approach which enriches our research and allows UHI to collaborate at the highest level. Particular research strengths as measured through the REF include environmental, marine and health sciences.

The Environmental Research Institute (ERI)

The ERI is part of the North Highland College, one of the academic partners in the UHI. The ERI has a rapidly evolving research profile and provides a high quality, vibrant research environment. It has a goal of being internationally recognised for innovative and distinctive environmental science and it has unrivalled access to some outstanding natural environments. These include the dynamic waters of Pentland Firth, which lie between Caithness and Orkney in northern Scotland, where the Atlantic Ocean meets the North Sea.

'Renewable Energy and the Environment' is a strategic priority for the ERI and the organisation has a particular interest in the marine renewables sector, not least because of the substantial marine resource around our coastline and the long term economic development opportunities this offers. The region is home to the world leading 'MeyGen' tidal energy project in the Pentland Firth and the European Marine Energy Centre (EMEC), based in Orkney - the world's first and only grid-connected, UKAS accredited testing facility for wave and tidal energy technologies.

In 2012 the ERI opened its Centre for Energy and Environment, a state-of-the art research facility on the campus of the UHI-Highland College. Recent field equipment acquisitions for the Centre include X-band Radar, an Unmanned Aerial Vehicle, Salmon and Seabird tracking tags and receivers, Acoustic Doppler Current Profilers, Sidescan Sonar, Waverider Buoys, Water column profilers, Tide Gauges, Remotely Operated Vehicle System, Simrad EK60 echo sounder, Weather Station, etc.

As part of our commitment to developing our international research profile, we are seeking to appoint a dynamic marine scientist to lead our interdisciplinary research effort in marine renewable energy and the environment.

Job description

Job Objective: To lead, develop and sustain the ERI's research within the theme of 'Renewable Energy and the Environment'.

Key Duties:

Leadership

- To provide effective leadership of the ERI's research theme of 'Renewable Energy and the Environment' (exploiting knowledge exchange and commercial opportunities where opportunity exists)
- To develop an effective and responsive network of academic and research organisations and where applicable commercial, stakeholder, business or public services organisations.
- To build new collaborations and partnerships in response to emerging challenges or opportunities.
- To take on an ambassadorial role using available opportunities and to contribute to Public Engagement activities.
- To deputise for the Director or other senior staff where required

Research

- To make an effective and innovative contribution to the development of multi- and inter-disciplinary environmental research at the ERI and UHI.
- To generate internationally recognised outputs of originality and scientific insight.
- To contribute to the income generation of the ERI through grant capture and / or commercial activity and / or knowledge exchange activity.

Management

- To provide effective and expert supervision of research students, and line management of staff (where required).
- To contribute to development and implementation of ERI, NHC and UHI policies & strategies.
- To provide effective budget management for specific projects or areas of research
- Such other duties temporarily or on a continuing basis, as may reasonably be required, commensurate with the grade

Education

- To contribute to the curriculum development and teaching / training provision of the ERI within the context of the UHI as opportunity permits.
- To contribute to the ERIs provision in 'Outreach' activities

This list of duties is not intended to be exhaustive but simply highlights a number of the major tasks of the post. The post holder may be required to undertake additional duties which might reasonably be expected of him/her and which form part of the function of the post.

Person specification

Applications are sought from motivated candidates with a demonstrable expertise and track record of research in any area of science related to 'Renewable Energy and the Environment', for example:

- Marine spatial ecology and / or ecosystem dynamics
- Marine energy resource assessment (including field, modelling and remote sensing approaches to understanding wave and tidal energy resources)
- Coastal physical oceanography (particularly tides and waves)
- Marine bio-physical interactions
- Fisheries and fish ecology (especially migratory species)
- Novel technologies
- Device-environment interaction

Applications are welcomed from candidates with experience in related areas e.g. cumulative impacts and / or EIAs

For further information please contact the ERI Director, Prof Stuart Gibb; Stuart.Gibb@uhi.ac.uk

1. Qualifications:

PhD / DPhil or equivalent experience in a relevant subject

2. Academic credibility:

Candidates from an academic background should be able to demonstrate experience and achievements exemplified by some of the following:

- Research outputs (papers, presentations, etc.)
- Research grant and / or knowledge exchange
- Postgraduate supervision
- Peer recognition (e.g., refereeing, reviewing, invited lectures and conference presentations)
- Academic programme development and / or delivery
- Other measures of professional recognition / esteem

Candidates from a non-academic background (e.g. commercial, government) are also welcome to apply and should also be able to demonstrate a track record of academic development, management and leadership.

Candidates should be able to provide evidence to demonstrate the following competencies:

3. Leadership (level 3):

All candidates should be able to demonstrate that they lead by example to deliver results -

- Build effective relationships with staff, colleagues, peers and external partners to achieve objectives
- Create and communicate a clear vision about the future of the organisation which staff and externals can understand
- Motivate and inspire people to achieve results, delegating effectively to provide development opportunities, recognising strengths and weaknesses.
- Demonstrate pride and professionalism in the leadership they provide and inspire and actively promote these qualities in others.

4. Communication (level 3):

Candidates should be able strong and effective communicators –

- Communicate clearly, concisely and professionally ensuring their message is understood in a wide variety of audiences.
- Communicate persuasively to influence opinion/ change.
- Possess high level coaching/mentoring, mediation, counselling, negotiating and facilitation skills.
- Have the ability to produce effective written communications in a wide range of media for a variety of situations/audiences.

5. Teambuilding (level 2):

Candidates should be able to demonstrate that they work well with and support colleagues inside and outside the team –

- Build wide networks of relationships to support organisational goals.
- Encourage an environment where team members take responsibility for team results as well as their own results.
- Understand and explain team goals and work with others to achieve aims.
- Take active steps to build effective teams.
- Build effective teams, drawing on the diversity of others.

6. Resource management (level 2-3):

Candidates should be able to demonstrate effective management of resources –

- Plan, monitor and review the workforce to maximise the efficiency of limited resources, promote talent, plan succession and manage costs effectively.
- Create, encourage and reward a culture of review and continuous improvement in processes, functions and quality.
- Manage budgets effectively – engage effectively with Finance experts when required.

7. Other attributes

Full driving licence

Key terms and conditions of employment

Hours of Work	A full-time working week is one of 35 hours. This may include evening and weekend work, where required.
Holidays	34 days in a full year (inclusive of 14 public/general holidays), increasing to 39 days over 5 years service.
Salary	To be negotiated within advertised range
Location	The position will be based at the ERI in Thurso although you may be required to work from other sites as appropriate to the duties.
Pension	You will be entitled to join the Local Government Pension Scheme. Further details are available on joining.
References/ Medical Assessment/ PVG Scheme.	For external candidates appointment will be subject to references, medical assessment and a PVG check all of which will be taken up after an offer has been made.