

Job Description

Job Title	Zoology
School	Natural Sciences
HR Ref No.	
Role Code	0215-25
Grade	TSR3 0.6 FTE
Base location	Exton Park
Reports to	Head of School; Deputy Head of School; Programme leader
Direct reports	Head of School
Date created	24 th April 2025

Job purpose

- To provide a supportive learning environment for students to develop graduate level and subject specific skills.
- To support the delivery of undergraduate and postgraduate programmes.
- To develop and implement teaching and learning initiatives.
- To contribute to postgraduate taught programmes and participate in research and research supervision.

The School of Natural Sciences sits within the Faculty of Science, Business and Enterprise, and brings together excellence in biological, chemical, and physical sciences. We are looking to appoint a highly motivated zoologist to join our team delivering excellence across a range of related programmes at both undergraduate and postgraduate level. Courses taught can be viewed under the School of Natural Sciences page on the Universities website.

We are looking for a candidate with a broad knowledge and experience in zoology with a particular interest in those with an animal behaviour, marine biology or ecology background. Experience in industry or links with external organisations would be advantageous. The successful applicant should be willing and able to offer both undergraduate and postgraduate dissertation projects that inspire students and give them authentic opportunities for conducting meaningful research. We pride ourselves in the provision of high-quality teaching and welcome candidates with an up to date understanding of engaging and effective teaching and learning methods. Opportunities will be available to develop research interests either independently or as part of an expanding group of specialists in the School.

The successful candidate will be joining an active, teaching focused School that also has a vibrant and active research area. Recent research grants have been awarded to colleagues from both internal and external funding streams, for example £499,000 was recently awarded from the Leverhulme Trust for colleagues investigating novel assays and smart nano-electronics for monitoring bats. In addition, the School includes animal behaviourists, molecular biologists, entomologists, marine biologists, veterinary scientists, forensic biologists, chemical engineers, surface scientists and specialists in drug discovery, offering many opportunities for collaboration. Candidates should hold a higher degree and have teaching and training experience both in class and in the field.

The School sits on the main Chester University campus and has access to numerous teaching laboratories, preparation rooms and research laboratories, as well as high-specification seminar and lecture theatre spaces. The Chester campus is close to the centre of the city with excellent facilities for students and staff. We have close links with Chester Zoo, The Welsh Mountain Zoo, Reaseheath College and Cholmondeley Estate enabling active research and outreach that enhances our student experience. The taught programmes of interest to the candidate are delivered within Biological Sciences and the person appointed will report to the Head of School of Natural Sciences. In addition, the post holder will be expected to undertake a postgraduate qualification in Learning and Teaching in Higher Education at the University, unless they already hold an equivalent teaching qualification or are a Fellow of Higher Education Authority (FHEA). Applications from candidates wishing to work on a part-time basis will be considered.

Key duties and responsibilities

Communicating Effectively

- To facilitate students' learning through lectures, tutorials, and seminars at undergraduate and postgraduate level.
- To produce high quality teaching and learning material to support and develop student learning at undergraduate and postgraduate levels.
- To write and publish research papers.
- To contribute to the writing of course validation documents as required.
- To contribute to the cross-faculty development of curriculum and course materials.

Leadership and Working Collaboratively

- To exercise academic leadership, coordinating the efforts of colleagues to deliver module and programme objectives. Specifically, the post-holder will help to support and deliver our undergraduate programmes in Animal Behaviour, Biology, Marine Biology and Zoology, and MSc programmes in Animal Behaviour.

Liaison and Networking

- To be an active member of relevant school committees.
- To initiate and lead short term internal networks for e.g., new cross-disciplinary degrees, co-ordinating teams of staff from university/division/school and external examiners; to oversee the development of new modules and courses, write documentation, gain accreditation, and secure approval of new courses.

Delivering a High-Quality Standard of Service

- To enhance the quality of taught and research programmes at undergraduate and postgraduate levels.
- To act upon peer observation feedback, student feedback, and external examiner feedback to maintain high quality in learning and teaching.
- Undertake various other duties within the School, Faculty and University as required and considered commensurate with the grade of the post.

Effective Decision Making

- In the context of the role-holder's teaching duties, to make independent decisions on the content of individual learning activities and marking for student assessment purposes, and to provide advice to colleagues on such matters.
- To sit on student selection panels as required.
- To make collaborative decisions with programme teams on the content of taught and research programmes at undergraduate and/or postgraduate levels.
- Provide advice on issues to other members of the school to influence operational decisions within the immediate work area.

Planning and Organising Self and Others

- To undertake elements of division leadership in areas such as organisation of staff development activities, programme leadership, assessment, students with specific learning needs, use of technology to support learning, or curriculum or student development roles.
- To act as module and programme leader as required, co-ordinating the work of module/ programme team to ensure modules are delivered to the standards required & co-ordinate the work of colleagues to identify & respond to students' needs.
- To make significant and sustained contributions to the management of the subject area, including planning and resource allocation, policy development and improvement of procedures.
- Use technology to support learning or curriculum or student development.
- To contribute to cross-Faculty programme organisation, contributing to strategic decisions as required.
- To be responsible for the co-ordination of administrative duties in areas such as admissions, timetabling, examinations, assessment of progress & student attendance.
- Undertake the role of personal academic tutor (PAT) dealing with students as per university guidance.

Innovation and Improvement (Effective Problem Solving)

- To deal with problems e.g., a students' academic progress and personal issues (e.g., responding to needs of students with learning difficulties through referral to the appropriate support departments within the University).
- To design new modules as required.
- To develop suites of new modules and contribute to overall programme design.
- Work with others to develop ideas for generating income and promoting the subject.

Analysis and Research

- To research teaching materials and to identify and utilise current best practice in the relevant subject area.
- To conduct subject specific, professional & pedagogy research & scholarship at national level, leading to publications or other outputs as appropriate; identify new trends in best practice in the relevant subject area.
- Supervise undergraduate and postgraduate research projects.

Sensory and Physical Demands

- Standard office environment and equipment reflecting the needs of classroom, laboratory, studio, field and placement activities as appropriate.

Work Environment

- To be responsible for the health and safety of students in their immediate working environment, conducting risk assessments as required.

Pastoral Care and Welfare

- To deal with sensitive issues concerning students and provide support.
- To act as a Personal Academic Tutor (PAT).
- To take responsibility for dealing with referred issues for students within own programmes.

Team Development

- The appointee will have the opportunity to participate in activities, committees and team meetings and will participate in staff development activities with a view to strengthening competencies.
- To undertake peer mentoring and review of colleagues.
- Support the learning of colleagues through coaching and mentoring.

Teaching and Learning Support

- To design inductions to modules and programmes for students, adapting delivery to suit learners' needs.
- To design and deliver one off lectures or workshops as required, providing feedback on performance.
- Supervise students' projects, fieldwork, and placements at all levels.
- To lead students on field trips in the UK and overseas
- To develop and design course content and materials on a long-term basis, ensuring compliance with the quality standards and regulations of the University and department.
- To conduct seminars and tutorials, introducing new methods of delivery where required, and to supervise students at all levels across the breadth and depth of the subject area.
- To assess students' overall performance, through setting/ marking programme work, practical sessions, supervisions, fieldwork, and examinations, providing appropriate feedback to students.
- Responsible for the overall quality auditing of course provision to identify areas where current provision needs revision or improvement.
- To contribute to overall curriculum development and course design in specific area of curriculum.
- Undertake marketing and recruitment activities as required.

Qualifications

- Will be required to have a higher degree in zoology, or related discipline.
- Have experience of conducting laboratory- or field-based research and teaching.
- Will be required to have a PhD qualification and be an active member of a relevant professional body (e.g., HEA).

Experience

- Must have suitable expertise to deliver lectures in relevant subject areas such as animal behaviour, conservation, ecology and research methods.
- Must have previous teaching experience in higher education.

Skills/Attributes

- An ability to keep abreast of, and lead developments in, teaching and scholarship specific to the subject area, demonstrated through e.g., attendance at conferences, external contacts and, where appropriate, publication of research.
- An ability to support students both academically and pastorally.
- Organisational and administrative skills.
- IT skills.
- An ability to lead and/or work as part of a team.
- An ability to be adaptive in teaching duties.

General duties

- To uphold and comply with all University's policies and procedures, including those relating to:
 - Equality, diversity and inclusion
 - Health and safety
 - Data protection and IT security
 - Safeguarding
 - Sustainability
- To support the creation of a culture that is highly performance focused and built on a foundation of fairness, diversity, belonging and inclusivity.

Person Specification

Job Title	Lecturer in Zoology	Role Code	0215-25
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The person specification details the qualifications, skills, experience, or other attributes needed to perform the job.

Essential criteria are those, without which, a candidate would not be able to do the job. Applicants who do not clearly demonstrate in their application that they possess the essential criteria will normally be rejected at the shortlisting stage.

Desirable criteria are those that would be useful for the candidate to possess and will be considered when more than one applicant meets the essential requirements.

Methods of assessment:

A = Application Form, **I** = Interview/Assessment Tests, **P** = Pre-Employment Checks

Selection Criteria	Essential (E) or Desirable (D)	Assessed via
QUALIFICATIONS		
Good first degree in relevant subject.	E	Application
Active membership of a relevant professional body (e.g. HEA, Royal Society of Biology).	D	Application
PhD in a relevant subject	E	Application
Postgraduate Certificate in Learning and Teaching in Higher Education (or willingness to work towards).	E	Application/ Interview
KNOWLEDGE AND EXPERIENCE		
Must have suitable expertise to deliver lectures in animal behaviour, marine biology or ecology, research methods, and data analysis.	E	Application
Previous teaching experience in higher education in zoology or related subjects.	E	Application
Proven and sustained track record of contribution to the development of policy and practice in teaching and learning support.	E	Application/ Interview
Demonstration of an advanced level of subject knowledge and of being an externally regarded teacher, scholar or leader in the field of zoology.	E	Interview
An ability to keep abreast of, and lead developments in teaching and scholarship specific to zoology, demonstrated through e.g., attendance at conferences, external contacts and, where appropriate, publication of research.	E	Application/ Interview
Willingness to travel and holder of a full driving licence.	D	Interview
Experience of developing and/or delivering UK based or overseas field courses.	D	Interview
Experience of curriculum development and approvals processes.	D	Application/ Interview
Experience in supervising and teaching students in a laboratory or field-based settings in areas taught in the School of Natural Sciences.	D	Application/ Interview
SKILLS AND PERSONAL ATTRIBUTES		
An ability to support students both academically and pastorally.	E	Interview
An ability to lead and/or work as part of a team.	E	Interview
Organisational and administrative skills.	E	Application/ Interview
IT skills, in particular Teams, Outlook, R.	D	Interview

Experience of networking with appropriate government, NGOs and companies, policy makers.	D	Interview
To be adaptable in teaching delivery and expertise as required by the school.	E	Interview

TERMS AND CONDITIONS

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UNIVERSITY OF CHESTER
DEPARTMENT OF NATURAL SCIENCES
LECTURER IN BIOLOGY
PART TIME, PERMANENT ROLE**

SALARY SCALE

TSR 3, points 31 – 34, £39,355 - £42,882 per annum pro rata.

HOLIDAY ENTITLEMENT

In addition to statutory Bank/Public Holidays and Christmas Closure days, staff are entitled to 35 days annual leave per annum. In the annual leave year in which employment commences annual leave entitlement will accrue on a pro-rata basis for each completed calendar month of service.

MEDICAL EXAMINATION

The successful candidate will be required to complete an Occupational Health Questionnaire and may also be required to undergo a medical examination.

ESSENTIAL CERTIFICATES

Short-listed candidates will be asked to bring to interview, proof of qualification as outlined on the Job Description and Person Specification provided. Upon appointment, copies of essential certificates will be required by Human Resources.

PENSION SCHEME

All academic staff will be enrolled in the Teachers' Pension Scheme from their first day of employment, in accordance with the scheme rules. If staff do not wish to remain a member of the scheme, they will be entitled to opt out after enrolment.

EQUAL OPPORTUNITIES

The University has a policy of equal opportunity aimed at treating all applicants for employment fairly.

SMOKING POLICY

The University operates a No-Smoking policy.

PROBATIONARY PERIOD

A twelve months' probationary period applies to all Academic posts.