

Reader

School	Centre for Energy Policy, School of Government and Public Policy		
Faculty	Faculty of Humanities and Social Sciences (www.strath.ac.uk/humanities/)		
Staff Category	Academic	Reference No	490017
Reports To	Director, Centre for Energy Policy	Grade:	10
Salary Range:	£63,673 - £67,541	Contract Type:	Open Contract
FTE:	1.0 FTE	Closing Date	Sunday, 29 January 2023

Job Advert

Reader in Energy Policy and Deputy Director of the Centre for Energy Policy

The [Centre for Energy Policy](#), based in the [School of Government and Public Policy](#) within the [Faculty of Humanities and Social Sciences](#) at the [University of Strathclyde](#) works with research, government and industry partners to understand and address the pressing public policy challenge of enabling sustainable and prosperous transitions to mid-century Net Zero targets. Launched in 2015 under the leadership of the Centre Director, [Professor Karen Turner](#), CEP has an established track record of independent, rigorous and multidisciplinary research focused on understanding the wider economy consequences of taking various decarbonisation actions in different economic contexts and timeframes. The Centre was founded with the aim of generating knowledge and evidence that can play an essential part in identifying economically, socially and politically feasible policy pathways to deliver the Net Zero transition. As part of the School of Government and Public Policy, [ranked first](#) across the UK for its research quality in politics and international studies in REF 2021 (where CEP contributed a [4* Impact Case Study](#)), the Centre is committed to achieving real-world impacts. CEP has already helped shape UK and Scottish Government policy in areas including energy efficiency, industrial decarbonisation, heat decarbonisation and low carbon transport and has a regular regional and national media presence.

We are seeking an impact-focused Reader (from any disciplinary background and interest that complements CEP's current activity and wider public policy impact focus) with research, knowledge exchange and postgraduate teaching/training interest and experience to join CEP to play a key role in expanding our portfolio and further build our team. It is essential that candidates have a good honours degree and PhD (or equivalent) in appropriate discipline and can evidence a profile as an externally recognised authority with an established national and emerging international reputation, alongside extending CEP's reach through building and exploiting policy, industry and other external networks, and engaging in regular media engagement.

Another priority is the recruitment of new PhD students and building multi-disciplinary CDT activity, and possibly extending our offerings to linked postgraduate teaching and professional training. Crucial to this second senior academic role in CEP will generally be supporting the intellectual leadership of the CEP team and support the Director in high level policy and public engagement, where the successful applicant will be invited to take on the role of Deputy Director of the Centre.

Job Description

Brief Outline of Job:

To work with the CEP Director in leading the research, KE and impact activities of the Centre and, within this, to lead a new research programme of national/international excellence; to lead the design, development and delivery of a range of postgraduate research training and supervision activities (potentially extending to postgraduate/professional teaching programmes and undertake student assessment activities); to lead professional and knowledge exchange activities (including relatively quick turnaround consultancy projects that exploit our knowledge generation and expertise); and to carry out senior

administrative tasks assigned by the CEP Director, and contributing to the School of Government and Public Policy and Faculty of Humanities and Social Sciences.

Main Activities/Responsibilities:

1.	Lead individual and collaborative research and knowledge exchange (KE) activities, building on an established and distinctive programme of research in an applied policy area, likely cutting across energy, climate/net zero and wider public policy domains, and disseminating results through regular and sustained publications in high impact journals, books and conference proceedings. Extending the wider reach of research activity will extend to translating insights and findings through CEP's Policy Brief series and other non-technical and policy stakeholder-facing publications, alongside exploiting opportunities for media engagement.
2.	Lead and secure, as Principal- or Co-Investigator, proposals to appropriate external bodies for research and KE funding and manage grants and projects awarded.
3.	Manage research groups within CEP and across our academic and non-academic partners as project leader on both research and KE projects, providing leadership, support and guidance to research staff and students and academic colleagues as appropriate
4.	Lead and manage the design, development and delivery of a new multidisciplinary PhD programme in CEP, including working with the Director and other colleagues across CEP/GPP/HASS/Strathclyde to build new CDT activity involving/based in/led by CEP. To explore possibilities for other postgraduate teaching offerings in a manner that supports a research-led approach to student learning.
5.	Design and manage processes in relation to student assessment, examination and feedback activities.
6.	Lead the development of new knowledge exchange activities by, for example, establishing new research, KE and/or educational links with industry and ways of influencing public policy and the professions.
7.	Carry out CEP, School, Faculty and/or University senior administrative and management functions, for example through executive roles on CEP's Directorate and Advisory Group, and by convening or participating in other relevant committees and/or strategic groupings.
8.	Contribute to the strategic development of the Centre for Energy Policy, and our integrated role within the School of Government and Public Policy through, for example, developing new research and KE/consultancy directions and/or educational courses.
9.	Engage in continuous professional development.

Person Specification

Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

E1 Good honours degree and PhD (or equivalent) in appropriate discipline

Membership of relevant Chartered/professional bodies (including the Higher Education Academy)

Experience

E2 Research interests consistent with the strategic direction of the Centre for Energy Policy

D1 Knowledge/expertise in the politics of energy and/or climate policy that will enhance CEP's public policy-facing applied economics and build our capability and reach with policy communities

E3 A sustained track record of published research in high quality publications demonstrating standards of excellence and a growing national reputation

E4 A sustained track record in producing policy-facing non-technical outputs linked to research outputs and securing evidenced impact with policymakers and policy stakeholders (e.g., industry) and engaging with the media.

E5 Track record in recruiting PhD students, securing funding, and supervising to completion. Teaching experience at undergraduate and postgraduate levels, including experience of developing and managing large teaching programmes

E6 Teaching experience at undergraduate and postgraduate levels, including experience of developing and managing large teaching programmes

E7 Experience of developing, securing funding for, and delivering multi/inter-disciplinary research and knowledge exchange projects

Job Related Skills and Achievements

E8 Track record of securing substantial research and KE funding and managing projects

E9 Ability to play a senior role within an applied and impact-focussed academic team environment and motivate and manage staff, with experience of leading teams of less experienced staff and research students

E10 Evidence of a profile as an externally recognised authority with an established national and emerging international reputation, cutting across academic, policy, industry, third sector and, ideally, wider public audiences (via media profile)

D2 Proven staff, budget and project management skills

E11 Track record in knowledge exchange related activities and evidenced impact generation

Personal Attributes

E12 Excellent interpersonal and communication skills, with the ability to listen, engage and persuade, and to present complex information in an accessible way to a range of audiences

Application Procedure

Applicants are required to complete an application form including the name of three referees who will be contacted without further permission, unless you indicate that you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter detailing the knowledge, skills and experience you think make you the right candidate for the job. Applicants should also complete the Equal Opportunities Monitoring Form.

Other Information

Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforus>).

Informal enquiries about the post can be directed to Professor Karen Turner, Director of the Centre for Energy Policy, at karen.turner@strath.ac.uk.

Conditions of Employment

Conditions of employment relating to Academic Staff can be found here: [Conditions of Employment](#).

Rewards and Benefits

Our staff have access to a wide range of outstanding benefits that include financial rewards, family friendly and wellbeing benefits and career development opportunities, details of which can be found [here](#).

Basic Disclosure

This role requires the satisfactory outcome of a Basic Disclosure Scotland Check. The successful applicant will be asked to carry out a Basic Disclosure Scotland Check. Whether an outcome is satisfactory will be determined by the University.

Pre-employment health screening

An offer of appointment will be subject to a medical assessment by Occupational Health. An individual who accepts an offer of employment must complete a confidential medical questionnaire and forward it to the Occupational Health Nurse within 5 days of receipt. If further information is required the individual may be contacted by the OHN or a Medical Advisor and a personal appointment with the individual may be arranged. An unconditional contract of employment will not be issued until Human Resources receives confirmation that applicant is fit to undertake the duties of the post.

Probation

Where applicable, the successful applicant will be required to serve a 12 month probationary period.

Pension

The successful applicant will be eligible to join the Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

Relocation

Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the Relocation Policy.

Interviews

Interviews will be held on 15 February 2022.

Equality and Diversity

The University of Strathclyde is a socially progressive institution that strives to ensure equality of opportunity and celebrates the diversity of its student and staff community. Strathclyde is people-oriented and collaborative, offering a supportive and flexible working culture with a deep commitment to our equality, diversity and inclusion charters, initiatives, groups and networks.

We strongly encourage applications from Black, Asian and minority ethnicity, women, LGBT+, and disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

University Values

The University's Values capture what we're all about: who we are, what we believe in and what we stand for. [Our Values](#) have been derived from how we act and how we expect to be treated as part of Strathclyde.



Conditions of Employment

Non-Professorial Academic Staff

1. GENERAL CONDITIONS

Members of staff are subject to the Charter and Statutes and the Ordinances and Regulations of the University, published in the Calendar, and to any amendments or additions thereto approved by the University Court and, in the case of the Charter and Statutes, the Privy Council. Staff are also expected to familiarise themselves with, and adhere to, general University policies and procedures, as published on University web pages.

The University Court recognises Strathclyde Universities and Colleges Union (SUCU) as the sole body with which it will negotiate and consult on all collective issues concerned with the terms and conditions of employment of Academic Staff. Such terms and conditions may be varied by the University Court after negotiation and consultation with SUCU.

Each member of staff is responsible for the proper performance of allocated duties to the person or persons specified in the member of staff's letter of appointment and any accompanying papers.

The University is committed to ensuring that its business is conducted in an open and transparent manner and will take all appropriate steps to address risks of bribery or corruption. Members of staff are required at all times to act honestly and with integrity and to safeguard the resources for which they are responsible. The University has in place a robust Public Interest Disclosure (Whistleblowing) Policy to enable concerns to be brought to its attention. This is available at www.strath.ac.uk/publicinterestdisclosure. Other relevant policies, e.g. Fraud Prevention and Conflicts of Interests, can also be found on the University's website.

Any member of staff may at any time be exposed to commercially sensitive information, information related to potentially valuable intellectual property or information which may otherwise be of a confidential nature. This information, which could be found anywhere in the University, may be written or disclosed orally, can include information of a commercial or technical nature, and may be owned by the University or by third parties. The University requires all employees to keep any such information confidential in the first instance and not disclose, publish or otherwise disseminate it without prior consent of the University. Such confidentiality obligations are commonplace and in the commercial interests of the University. When in doubt advice should always be sought from Research and Knowledge Exchange Services prior to disclosure.

The University operates probationary periods for new staff. The probation period for posts in this staff category is 12 months. Further guidance on probationary procedures is published at www.strath.ac.uk/hr.

Further information on the terms and conditions specified in this document and other staffing policies and procedures can also be found at www.strath.ac.uk/hr.

2. SALARY

Appointments are made at an appropriate salary point on the University's grading structure, with initial placing determined according to qualifications and experience. Increments are paid to staff on 1 April each year, when the employee has a minimum of 6 full months of service at the appointed grade, allowing progression to the next point on the salary scale until the top guaranteed point of the scale is reached.

Salaries are paid directly to staff members nominated bank account, normally on the second last working day of the month.

3. HOURS OF WORK

Working time is that required to fulfil the duties of the post. The duties are: research, teaching, knowledge exchange and administrative activities organised by agreement with the Head of Department/School/equivalent to produce a reasonable balance of commitment between these duties. The University Court recognises that Academic Staff carry out these duties in a wide variety of ways, but expects student contact to take place on the campuses during normal working hours on week days. There are exceptions to this pattern which may involve student contact at other locations or in the evenings, or at the weekends, but these arrangements will be made with the agreement of the member of staff concerned and may involve additional payment.

4. HOLIDAYS

Annual leave entitlement is 31 days per year to be taken by agreement with the line manager. For staff members working on a part-time basis, holidays will be calculated on a pro-rata basis.

In addition to annual leave there is an entitlement to eleven public holidays per year which should be taken on days that the University is closed for this purpose. The University presently closes for four additional days over the Christmas and New Year period. **These additional days count against the annual leave entitlement.**

For staff members working on a part-time basis, public holiday entitlement will be calculated on a pro-rata basis.

Annual leave and public holiday entitlements should be taken in the leave year to which they relate. Up to five days leave can be carried forward into the new leave year subject to line management agreement. In exceptional circumstances, Heads of Department/School/equivalent may approve carry forward of accrued annual leave in excess of five days.

The University's expectation is that staff take all accrued holidays prior to their termination date. If staff have exceeded their entitlement the University will deduct an equivalent number of days pay from final salary payments.

5. SICKNESS ABSENCE

During any period of absence through illness or injury provided the appropriate notification and certification procedures have been followed the University will pay a member of staff (having taken account of the aggregate of all periods of absence due to illness during the twelve months immediately preceding the first day of the current absence) as follows:

Period of Continuous Employment at start of absence from work	Full Pay	Half Pay
Less than 1 year	1 month	1 month
1 year but less than 2 years	2 months	2 months
2 years but less than 3 years	4 months	4 months
3 years but less than 5 years	5 months	5 months
5 years or more	6 months	6 months

In order to manage the University's sick pay scheme the University requires to maintain sickness absence records on individual members of staff. When making payments after the expiry of statutory sick pay the University will deduct an amount equivalent to any benefit normally payable by the Department of Work and Pensions. For full details on the general University policy in this area please refer to the Sickness Absence Management Policy at www.strath.ac.uk/staff/policies/hr

6. PENSIONS

If you are under age 75 at the date your appointment commences you will automatically become a member of the pension scheme operated by the University — the Universities Superannuation Scheme (USS). You will be admitted to the career revalued benefits scheme called the USS Retirement Income Builder; the contribution rate that currently applies is 9.8% of pensionable salary. A threshold applies to the maximum salary that counts towards the USS Retirement Income Builder. The current threshold from 1 April 2022 is £40,000 per year. Contributions based on salary above the monthly equivalent rate of the threshold are paid to the defined contribution section of the scheme called the USS Investment Builder. Please use the following link to access information, including the USS Member Guide: <https://www.uss.co.uk/for-members/youre-a-new-joiner>. The scheme booklet is called 'Your Guide to the Universities Superannuation Scheme'.

The University operates a salary exchange arrangement, Pensions Plus, for members of the USS. Pensions Plus enables pension contributions to be made in a manner so that both employees and the University can benefit from available National Insurance Contribution savings. You will be automatically included in Pensions Plus, provided it does not adversely affect your take-home pay or your ability to claim certain state benefits. If your earnings fall below the Pension Plus pay protection limit you will be opted out of Pension Plus. This will not affect your membership of the USS.

New members of staff may opt out of USS within three months of taking up appointment and will then be treated as if they had never been a member of the scheme. After three months members of staff who wish to withdraw from USS during their employment will be required to give a minimum of 28 days' notice in writing to the University. Any member of staff who wishes to opt out should contact the Pensions Section, Finance, in the first instance (pensions@strath.ac.uk). Please note that if you are a member of Pensions Plus and withdraw from USS with less than two years of membership, or cease employment with the University and have less than two years of USS membership, the option of a refund of pension contributions will not be available to you. Instead, USS must provide you with a pension benefit that is payable from your Normal Pension Age. Regardless of whether you participate in Pensions Plus, if you are a member of the pension scheme for two years or more you are not entitled to a refund of pension contributions on leaving the scheme, you will be entitled to a pension benefit.

The University reserves the right to alter or withdraw Pensions Plus as it sees fit or as required to comply with legislative changes. Withdrawal or amendment of Pensions Plus will not affect your membership of USS. If you do not wish to participate in Pensions Plus but wish to remain in the pension scheme please contact the Pensions Team who will provide you with a non-participation form.

Information regarding pension scheme membership can be found on the Pensions pages of the University's website. Full information regarding USS can be found on the USS website – www.uss.co.uk

7. PLACE OF WORK AND RESIDENCE

Members of staff will be based on the John Anderson Campus, unless otherwise stated in the letter of appointment. The Department/School in which the post is initially placed will be specified in the letter of appointment although there will be an expectation to work at such other places as required in the course of employment.

If the need arises for members of staff to work outside the UK for a period (or periods) of more than one month then such arrangements will be subject to mutual agreement. Members of staff would then be provided with a statement in advance setting out the terms covering such periods of employment.

The University does not normally place specific restrictions upon the place of residence of members of staff. All staff are, however, expected to reside in a location which is compatible with the satisfactory fulfilment of all the duties associated with their appointment.

8. CONSULTANCY/FURTHER ACTIVITIES

To support the strategic objectives of the University and to facilitate individual professional development, the University encourages staff to engage in professional activities with outside bodies related to their field of work. In many cases, such activity will be approved on the basis that it represents University knowledge exchange activity and should therefore be treated as part of the individual's overall workload and managed through the University's systems. It is also recognised that there will be some cases where an activity is entirely separate from the University and should thus be notified/approved as a personal business activity. For further information please refer to the "University Procedure in relation to Work for Outside Bodies including Consultancies", which forms part of the employment contract and can be accessed at www.strath.ac.uk/hr.

9. DISCIPLINARY AND GRIEVANCE PROCEDURES

Further information on the University's disciplinary and grievance procedure can also be found at www.strath.ac.uk/hr or on request from Human Resources.

10. NOTICE AND TERMINATION

The employment of a member of staff is terminable by at least three months' notice, in writing, on either side; termination dates are normally 31 March, 30 June, 30 September and 31 December. If notice is being given by a member of staff earlier release may be granted if this can be arranged without detriment to the work of the department or area. If the appointment is for a fixed term it will expire at the end of the period without the necessity for notice. Staff whose appointment has so terminated shall not normally be regarded as having been dismissed or removed from office in circumstances to which the terms of Ordinance 4.3 shall apply. Fixed term contracts may be terminated by either party short of the expiry date by the serving of three months' notice in writing. The University is not obliged to continue a fixed term appointment beyond the employment period.

Revised April 2022