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University of Strathclyde Glasgow

UKRI GCRF One Ocean Hub Deputy Director

School	Law (www.strath.ac.uk/humanities/lawschool/)		
Faculty	Faculty of Humanities and Social Sciences (www.strath.ac.uk/humanities/)		
Staff Category	Research	Reference No	320222
Reports To	Head of School via Head of Operations (UKRI GCRF One Ocean Hub)	Grade:	9
Salary Range:	Grade 9 £52,560 - £59,135	Contract Type:	Fixed Term (Until 12/02/2024)
FTE:	1 FTE	Closing Date	25/10/2020

Job Advert

UKRI GCRF One Ocean Hub

Who we are

This is an exciting opportunity to join the One Ocean Hub, a new, £20M global hub for interdisciplinary research funded through the UKRI Global Challenges Research Fund. The Hub seeks to address intractable challenges faced by developing countries in relation to ocean management. Through this 5-year initiative, researchers from the UK will work with colleagues across the world to address the challenges of South Africa, Namibia, Ghana, Fiji and Solomon Islands in realising the economic, socio-cultural and environmental benefits from the ocean. The Hub will weave learning from the ocean, ranging from the traditional knowledge of the peoples who rely upon it to marine sciences, innovative legal approaches and artistic methods. Our aim is to bridge the disconnections in law, science and society across all levels from the local to the international. We aim to empower vulnerable communities, woman and youth to shape and benefit from the blue economy through inclusive and integrated governance approaches required to ensure a healthy ocean and flourishing economies.

The Opportunity

The One Ocean Hub is looking to appoint a Deputy Director to play a key role in the leadership of the Hub, helping to consolidate the Hub as a Centre of Excellence in interdisciplinary research on ocean governance in a development context. As Deputy Director and a member of the Hub's Executive Team, you will work closely with the Director and Co-Directors, the administrative team of the Hub, and the Hub's Advisory Board, to shape the strategic direction of the Hub and contribute to growing the Hub and its research and skills offerings and delivering on the Hub's ambitious impact goals.

Together with the Director, you will be responsible for: ensuring substantive synergies across all research programmes of the One Ocean Hub; managing and monitoring distributed work streams; and contributing to monitoring, evaluation and learning (MEL) of research outcomes and of impacts from research and capacity building; deputising for the Director on research issues as appropriate. You will lead the development of knowledge exchange and impact activities; contribute to the training and mentoring of researchers across the Hub; and establish a Hub Doctoral Training Centre. You will lead individual and collaborative research activities which contribute to the Hub's interdisciplinary research activity.

To be considered for the role, you will have a PhD and extensive professional experience in a relevant discipline, such as international law of the sea, international environmental law and governance, ocean policy and/or international development studies. You will have a sustained track record of high quality publications in this area, a track record of attracting international

consultancies and other externally funded projects, and a consolidated, global professional network of relevance to the work of the One Ocean Hub. You will be able to work across disciplinary boundaries and across different scales (national, regional, international).

You will be able to hit the ground running and integrate quickly into a diverse, highly motivated team. You will be flexible and adaptable as the Hub is a dynamic learning network for transformational research for development, which operates at multiple scales and across three regions (Caribbean, Africa, South Pacific).

Job Description

Brief Outline of Job:

As a key member of the leadership of the One Ocean Hub, the Deputy Director will work closely with the Director, the Head of Operations, the Programme Manager and the other members of the central administrative team, as well as with the Co-Directors and the Hub Advisory Board, in order to establish the Hub as a Centre of Excellence in interdisciplinary research on ocean governance in a development context, contributing to consolidating and growing the Hub and its research and skills offerings and delivering on the Hub's ambitious impact goals.

Main Activities/Responsibilities:

1.	As a key member of the One Ocean Hub leadership team, working with the Director and Co-Directors, contribute to the development of the interdisciplinary research and knowledge exchange programme of work, ensuring substantive synergies across all research programmes of the Hub.
2.	Contribute to managing and monitoring distributed work streams; contribute to the planning, management and sharing of Hub's research findings and data; contribute to monitoring, evaluation and learning (MEL) of research outcomes and of impacts from research and capacity building; and when necessary, deputise for the Director on research issues.
3.	Lead individual and collaborative research activities, building on an established and distinctive programme of research and disseminating results through regular and sustained publications in high impact journals, books and conference proceedings.
4.	Contribute to developing the One Ocean Hub as a centre of excellence in inter-disciplinary research on ocean governance in a development context, by providing leadership, support and guidance as well as training and mentoring (including in the context of placements) to Hub researchers and core staff, to undergraduate, Master and PhD students, and through the provision of policy advice and international consultancies.
5.	As part of the Hub's leverage and legacy plan to build on Hub research findings and partnerships, work with colleagues across to hub to secure proposals to appropriate external bodies for research funding.
6.	Lead the development of knowledge exchange and impact activities, line managing the Knowledge Exchange Associate, and taking a multidisciplinary and coordinated approach to stakeholder engagement and impact, actively participating in global and regional ocean governance networks, representing the Hub at key events and fostering relationships with a range of policy oriented stakeholders.
7.	Be an effective advocate and ambassador for the One Ocean Hub - maintaining effective relationships with the Co-Directors, the Advisory Board, and other partners and stakeholders of the Hub, and ensuring integration and coordination with other GCRF projects and other international projects on ocean governance (such as through the United Nations, EU and official development cooperation-funding).
8.	Seek external funding for, establish and direct the One Ocean Hub's Doctoral Training Centre
9.	Involvement in PhD supervision and/or design, development and delivery of teaching programmes at undergraduate and postgraduate levels and associated assessment, examination and feedback activities.
10.	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	PhD (or equivalent) in appropriate discipline, such as international law of the sea, international environmental law and governance, ocean policy, and/or international development studies (or another discipline of relevance to the One Ocean Hub)
D1	Membership of relevant Chartered/professional bodies (including the Higher Education Academy)
Experience	
E2	Considerable professional experience in governance of the marine environment or other research interests consistent with the strategic direction of the One Ocean Hub
E3	A sustained track record of published research in high quality publications demonstrating standards of excellence and a growing national reputation, for example, in international law and governance of the marine environment, and/or international development studies (or another discipline of relevance to the One Ocean Hub)
E4	Significant experience of working across disciplinary boundaries (for example, connecting law or policy with marine or other natural sciences)
E5	A track record of global knowledge exchange activities on the governance of the marine environment
D2	Participation in UN and regional processes for the governance of the marine environment
D3	Teaching experience at undergraduate and postgraduate levels, including experience of developing and managing large teaching programmes, a track record of completed PhD supervisions or establishing or directing a Doctoral Training Centre
Job Related Skills and Achievements	
E6	Track record of attracting international consultancies, securing research funding and managing research projects
E7	A consolidated global professional network (government, academia, third sector) in the area of ocean management
E8	Ability to play a senior role within an academic team environment and motivate and manage staff, with experience of leading teams of less experienced staff and research students
D4	Proven staff, budget and project management skills
Personal Attributes	
E9	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
E10	Experience in multi-cultural work environments

Application Procedure

Applicants are required to complete an application form including the name of three referees who will be contacted before interview 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 Fiona McKenna, Head of Operations, GCRF One Ocean Hub (fiona.mckenna@strath.ac.uk).

Conditions of Employment

Conditions of employment relating to Research 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.

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

Formal interviews for this post are likely to be held on Monday, 9 November 2020.

Equality and Diversity

We value diversity and welcome applications from all sections of the community.

The University currently holds a Bronze Athena SWAN award, recognising our commitment to advancing women's careers in science, technology, engineering, maths and medicine (STEMM) employment in academia.

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

Research 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 College 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 Research 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 duration of which will be specified in individual letters of appointment. The normal probation period for posts in this staff category is 9 months for those at grades 6 and 7, and 12 months for grades 8 and above. Further guidance on probationary procedures is published at http://www.strath.ac.uk/staff/policies/hr/.

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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 the 12 month anniversary of their appointment. Where this is not the first of the month, the increment will be paid on the first of the month directly after the 12 month anniversary. This allows 1 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 University Court recognises that research staff carry out these duties in a variety of ways appropriate to the nature of the research activity, but expects regular contact to take place between the research staff employee and the supervisor/grantholder (where these positions are occupied by different individuals) during normal working hours on week days. There are exceptions to this pattern which may involve contact at other locations or in the evenings, or at weekends, but these arrangement will be made with the agreement of the member of staff concerned.

Duties may, by arrangement with Head of Department/School/Director, include some teaching associated with the post (up to a maximum of 40 hours per semester) for which no additional payment will be made.

Additional work which does not fall within the scope of that described above may by arrangement attract payment which must be authorised and processed through the payroll.

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/Director 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 9.6% of pensionable salary. A threshold applies to the maximum salary that counts towards the USS Retirement Income Builder. From 1 April 2020, the threshold is £59,585.72 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. Information regarding USS can be found in the scheme booklet located on the website: https://www.uss.co.uk/-/media/Project/USSMainSite/Files/For_members/Guides/Your_guide_to_Universities_Superannuation_Scheme.pdf. The scheme booklet is called 'Your Guide to the Universities Superannuation Scheme'.

The exception to automatic membership of the pension scheme applies if your post is located out with the UK in an EU member state. If this is the case membership of USS is not available to you.

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 retirement date.

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/policies/hr or on request from Human Resources.

10. NOTICE AND TERMINATION

Members of staff are employed on the conditions indicated in individual letters of appointment and any accompanying papers. The University is not obliged to give notice of termination or continue any employment beyond the end of that period. Where the period of the contract of employment is for one year or less it may be terminated short of the fixed term period by one months notice on either side. Where the period of the contract of employment is for more than one year, or where there have been a further contract or series of contracts immediately consecutive, the employment may be terminated short of the fixed term period by three months' notice on either side, except during the probationary period when the notice period is one month.

If the appointment is for a fixed term it will expire at the end of the period without the necessity for notice.

Revised April 2020