

Marie Sklodowska-Curie Early Stage Researcher (TERRE – ESR14)

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| Department | Civil and Environmental Engineering (www.strath.ac.uk/engineering/civilenvironmentalengineering/) | | |
| Faculty | Faculty of Engineering (www.strath.ac.uk/engineering/) | | |
| Staff Category | Research | Reference No | 35172 |
| Reports To | The Head of Department, through Prof Alessandro Tarantino | Grade: | RS79 |
| Salary Range: | CIRCA £29,579 - £32,903 per annum* | Contract Type: | Fixed Term (2 years) |
| FTE: | 1 | Closing Date | Tuesday, 12 April 2016 |

Job Advert

The Department of Civil and Environmental Engineering has been successful in an application under the Horizon 2020 programme for a Marie Sklodowska-Curie Innovative Training Network (H2020 Marie Curie Actions grant number 675762). The project 'Training Engineers and Researchers to Rethink geotechnical Engineering for a low carbon future' (TERRE) is led by the Department of Civil & Environmental Engineering at the University of Strathclyde and includes participants from UK, France, Italy, Netherlands, Spain, Germany and Switzerland.

The candidate will be responsible for the research undertaken at Strathclyde on novel design concepts for the design of low-carbon geotechnical infrastructures, which will include tunnels and flood embankments. This research is highly inter-sectoral and will involve a combination of laboratory and field experiments and numerical analysis of the performance of carbon-efficient geotechnical infrastructure.

The Early Stage Researcher will be supported for 3 years of full-time study to undertake a PhD and will include interdisciplinary training, attendance at annual schools and international meetings. The candidate will be recruited for 24 months by the University of Strathclyde and then 12 months by Kempfert Geotechnik GmbH in Hamburg (Germany). Salary conditions at Kempfert Geotechnik GmbH will be set out according to rates fixed by the EC.

Applicants will be required to meet Marie Curie Early Stage Researcher (ESR) eligibility criteria. In particular, you must not have resided in the UK for more than 12 months in the last 3 years immediately prior to commencing in the role, and you must not have been awarded a Doctoral Degree. Applicants must be in the first four years of their research career.

In addition to the above, you will have a MEng or equivalent in Civil Engineering or Engineering Geology or a relevant subject area and some research experience in your field. You will have a strong background in your core discipline, a good understanding of the hydro-mechanical response of unsaturated soils, and you will have laboratory experience. You will have an ability to undertake research and disseminate results and you will be creative, with the ability to apply initiative and problem solve. You will have excellent communication skills with the ability to interact with a range of stakeholders and you will have excellent technical presentation skills. You will have excellent organizational skills and be able to work well both independently and as part of a team. Willingness for significant mobility throughout Europe to academic and industrial partners is required.

*The successful candidate will receive a financial package consisting of a living allowance, a family allowance (where applicable) and a mobility allowance, according to the rules for Early Stage Researchers (ESRs). The minimum salary will be approximately £29,579.

Job Description

Brief Outline of Job:

To undertake a specific research under the general guidance of the PhD supervisor at Strathclyde as part of the Marie-Skłodowska-Curie Innovative Training Network, and to complete a PhD thesis based on this research. To attend training activities provided by the University and the project network. To attend project meetings and collaborate with other researchers in the network. To complete required secondments within the consortium. To disseminate research results at consortium meetings, at relevant conferences and through quality journal papers.

Main Activities/Responsibilities:

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| 1. | Plan and manage own workload in order to conduct research both independently and collaboratively per project requirements, refining the work programme as necessary in conjunction with the supervisor. |
| 2. | Conduct individual research, including determining appropriate research methods and contributing to the development of new research methods. Research will focus on the development of novel concepts for low-carbon design of geotechnical infrastructure including tunnels and flood embankments. |
| 3. | Produce regular project reports and present these at project meetings. |
| 4. | Write up research work for publication, individually or in collaboration with colleagues, and disseminate results as appropriate to the discipline by, for example, peer reviewed journal publications and presentations at conferences. |
| 5. | Join external networks to share information and ideas, and inform the development of research objectives. |
| 6. | Collaborate with colleagues on the development of knowledge exchange activities by, for example, participating in initiatives, which establish research links with industry. |
| 7. | Provide advice to other students and contribute to teaching support as required by, for example, running tutorials and supervising practical work. |
| 8. | To actively participate in research and training activities within the TERRE network. |
| 9. | To disseminate research results within the consortium (via project meetings) and externally (via international conferences) to the scientific community and in the non-scientific community (via outreach and public engagement). |

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 MEng or equivalent in civil engineering or engineering geology with at least upper second-class honours or equivalent

D1 Membership of relevant Chartered/professional bodies

Experience

E2 Evidence of research potential through completion of projects or other relevant activity

E3 Experience in laboratory hydro-mechanical testing of soils under saturated and unsaturated conditions

E4 Experience in designing laboratory experiments with minimal supervision

E5 Experience in development of new experimental methods and setups

E6 Experience in suction measurement

E7 Experience in laboratory experiments involving soil evaporation or plant transpiration

E8 Experience in numerical analyses of water flow in unsaturated geomaterials using FEM

E9 Experience in analytical or numerical methods for analysing the stability of geotechnical structures including tunnels and flood embankments

E10 Experience in hazard assessment of geotechnical structures (including flood embankments)

Job Related Skills and Achievements

E11 Ability to plan and organise own workload effectively

E12 Developing ability to conduct individual research work and to disseminate result

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| E13 Excellent presentation skills |
| E14 Ability to work both independently and as part of an interdisciplinary team |
| E15 Excellent interpersonal and communication skills, with the ability to listen, engage and persuade, and to present complex information in an accessible manner |
| Personal Attributes |
| E16 Self-motivated with enthusiasm for the project |
| Other Relevant Factors |
| E17 ESR Eligibility: Has not resided in the UK for more than 12 months in the last 3 years; has not been awarded a Doctoral Degree; and is in the first four years of their research career. |

Application Procedure

Applicants are required to complete an application form including the name of three referees who will be contacted before interview without permission, unless you indicate that you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter as a single document 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 Prof Alessandro Tarantino, Professor in Experimental Geomechanics (alessandro.tarantino@strath.ac.uk/ 0141 548 3539).

Probation

Where applicable, the successful applicant will be required to serve a 9 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](#).

Interviews

Formal interviews for this post will be held on Tuesday, 19 April 2016.

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.



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/granholder (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 arrangements 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

New members of staff, aged under 75, will be admitted to membership of the Universities Superannuation Scheme (USS) on taking up appointment. USS requires a contribution from the member (currently 6.5 per cent of salary for the Career Revalued Benefits section of the scheme and 7.5 per cent for the Final Salary section), to which a contribution of salary is added by the University as required by USS. If a new member of staff has previously been a member of USS and re-joins the scheme on or after 1 October 2011 they will be eligible to re-join the Final Salary section of the scheme if they:

- Have left before 1 October 2011 and have deferred benefits in USS and re-join before 1 April 2014; or
- Have left or leave the Final Salary section after 30 September 2011 and re-join the scheme within 30 months of leaving.

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).

Information regarding pension scheme membership can be found on the Finance webpage. 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 March 2014