'MINDnet' Marie Sklodowska-Curie Doctoral Candidate (792608)

Department	Institute of Photonics (www.strath.ac.uk/science/physics/instituteofphotonics/)		
Faculty	Faculty of Science (www.strath.ac.uk/science/)		
Staff Category	Research	**Reference No**	792608
Reports To	Prof Keith Mathieson	**Grade**	RS79 Research
Salary Range	£51,045	**Contract Type**	36 Months
FTE	1 (35 hours/week)	**Closing Date**	30/09/2026
Working Arrangements	Hybrid. The standard requirement across the University is that at least three days per week (based on 1FTE) will be spent working on-site (with flexibility as appropriate).		
Work Location	Institute of Photonics, TIC building		

Job Advert

The Neuromorphic Photonics and Neurotechnologies groups at the Institute of Photonics (IoP) at the University of Strathclyde (Glasgow, UK) are seeking a PhD Doctoral Candidates to carry out research in at the interface between the two disciplines. In particular, this post will focus on the development of efficient learning algorithms for closed-loop optogenetic control of neural circuits in the brain. The appointed candidate will participate in an international research team as part of the EU-funded Marie Skłodowska-Curie Actions (MSCA) Doctoral Network "Neuromorphic computing and signal processing training network (MINDnet)".

The PhD project will take place at Strathclyde's Institute of Photonics (IoP, Physics Dept.). Apart from the time at Strathclyde's IoP there will be secondments of minimum 3 months at the sites of other European partners in the project. There will also be regular meetings with the other PhD students in the doctoral network, including training schools and workshops. The PhD student will become part of the team of Prof Keith Mathieson (main supervisor of the PhD project) at Strathclyde's IoP. The activities within the PhD project will benefit from synergies with other programmes in our groups as well as with other activities at the IoP and the wider Physics Dept. at Strathclyde.

MINDnet brings together leading academic institutions and industry stakeholders, to establish a doctoral training program addressing critical technical challenges and skill shortages for next-generation neuromorphic computing and analogue signal processing systems. The MINDnet consortium is formed by 7 leading universities, 1 research centre and 2 companies across 8 different European countries, along with a number of associated industry partners across Europe.

MINDnet will support a total of 15 doctoral projects (of which 2 PhD projects will take place at Strathclyde's IoP). These doctoral projects will focus on cutting-edge innovations in the overall theme of neuromorphic computing, targeting a wide range of applications across strategic fields, e.g. communications, computing, sensing, geolocalization, space and biomedical. Through these efforts, MINDnet will not only deepen fundamental theories and algorithms but also provide practical and scalable solutions for future brain-inspired information processing paradigms built with different hardware technology platforms (e.g. photonics, electronics); thus, helping to improve performance, speed, latency, energy efficiency, and applicability of future neuromorphic computing infrastructure.

By fostering cross-sector/cross-border collaboration in neuromorphic technologies, MINDnet will contribute significantly to the Horizon Europe priorities under the Digital, Industry, and Space Cluster. The project also directly supports the EU's Digital Decade goals by driving the development of sustainable information processing hardware, drawing inspiration from the powerful computational capabilities of the brain, to contribute to Europe's leadership in the digital economy.

MINDnet's Doctoral Candidates will be guided by leading experts from academia and industry through well-structured projects, secondments, and training and DC-cohort activities. This comprehensive approach ensures that the doctoral candidates acquire the multidisciplinary knowledge and skills required to address real-world challenges, drive innovation in neuromorphic computing, and develop promising professional careers.

The MINDnet consortium is looking for highly motivated, outstanding doctoral candidates (DCs) with the skills, knowledge and enthusiasm to contribute to the innovation and technological advancement of Neuromorphic Technologies. The DCs enrolled in the program will have opportunities to work and collaborate with world-leading researchers from the consortium partners, participate in secondments across academia and industry, and develop a comprehensive skill set through a well-structured training program and cross-sector supervision, which will prepare you for successful careers in both academic and industrial environments.

To be considered for the position, candidates are required to have a suitable degree in a relevant field of study for the programme. Candidates must not already hold a doctoral degree, and be able to demonstrate relevant skills and knowledge in the topics of the programme. Full details of the criteria are given below in the list of essential and desirable criteria. The MSCA funding of this position has the additional requirement that DCs must not have resided or carried out their main activity (work, studies, etc.) in the country of the recruiting beneficiary (i.e. the UK for the two Doctoral Candidate positions offered at Strathclyde as part of MINDnet) for more than 12 months in the 36 months immediately before their date of recruitment. Compulsory national service, short stays such as holidays, and time spent as part of a procedure for obtaining refugee status under the Geneva Convention are not taken into account.

Job Description

Brief Outline of Job:

The exponential surge in artificial intelligence (AI), internet traffic, and online services demands a revolutionary leap in devices, computing architecture, and integration technologies. As digital computing struggles to keep up with the growing demand, the MINDnet programme will investigate neuromorphic computing as a promising solution to support such a demand by being inspired by the brain's powerful and energy-efficient processing capabilities. MINDnet aims at addressing the challenge through a holistic optimization, from individual computing devices to the overall architecture, including a focus on applications, and training methods across multiple technological platforms, e.g. photonics, electronics, biological neurons.

The PhD project "*Efficient learning algorithms for closed-loop optogenetic control of neural circuits*" aims to develop an optoelectronic interface with neural circuits, that optically modulates neural activity (through a technique known as optogenetics) and electrically monitors the subsequent response. This interface can then be used to implement machine learning algorithms to investigate how the biological and artificial systems dynamically interact – an important area for future neural implants. Ultimately, this will give insight as to how best next-generation neural interface devices might transmit and receive information from the brain. This will enhance our understanding of how the brain processes information, which may influence how future machine learning algorithms develop. As well as being part of the MINDnet doctoral network, the successful candidate will be part of the Strathclyde Neurotechnology Centre and have the opportunity to interact with neuroscientists, physicists, engineers and AI specialists, all developing novel neurotechnology.

As a Doctoral Candidate within the MINDnet MSCA Doctoral Network, you will play an important role in achieving the project's research objectives and contributing to the development of next-generation of neuromorphic processing technologies. In this project, your key responsibilities will include:

(a) Conducting original, high-quality research aligned with the objectives of the MINDnet project.

(b) Participating in local and network-wide training events, workshops, communications activities and planned secondments.

(c) Collaborating closely with academic, industrial, and public-sector partners.

(d) Disseminating research findings at international conferences and scientific journals.

Main Activities/Responsibilities:

1.	Plan and manage own workload to conduct research both independently and collaboratively as required by the project, refining the work programme as necessary in conjunction with the supervisor. This will involve regular communication with other researchers in the MINDnet Network.
2.	Conduct individual research, including determining appropriate research methods and contributing to the development of new research methods.
3.	Produce regular project reports and present these at project meetings.
4.	Actively participate in research and training activities within the MINDnet MSCA doctoral network.
5.	Write-up research work for publications and a PhD thesis.
6.	Provide advice to other researchers and contribute to mentoring activities.
7.	Disseminate results in the scientific community through peer-reviewed publications and presentations at conferences, and in the non-scientific community via outreach and public engagement activities.
8.	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, preferably master's or higher degree in electrical engineering, physics, photonics, neuromorphic technologies or a similar degree with an academic level equivalent to the master's degree.
D1	Membership of relevant Chartered/professional bodies.

Experience

E2	Sufficient breadth or depth of knowledge in the relevant discipline/s to contribute to research programmes and to the development of research activities.
E3	Good practical and theoretical knowledge and experience in photonics and/or opto-electronic devices and systems.
D2	Experience of working with photonic or opto-electronic devices/systems (e.g. lasers, LEDs, photodetectors) and/or photonic integrated circuits.
D3	Experience of working with neuromorphic (photonic) systems, e.g. reservoir computing, spiking lasers, artificial (photonic) neuronal models and networks, etc.
D4	Numerical simulation skills in photonic and/or (opto-)electronic device modelling.
D5	Experience in the development of algorithms to train neuromorphic computing systems and/or artificial neural networks (photonic, electronic or otherwise).
D6	Experience in using automated laboratory and programming software, e.g. python, matlab, Verilog, VHDL.
D7	Experience in disseminating research output, publications in scientific journals or conferences in related areas.

Job Related Skills and Achievements

E4	Ability to plan and organise own workload effectively.
E5	Developing ability to conduct individual research work and to disseminate results.
E6	Excellent communication skills.
E7	Ability to work both independently and as part of an interdisciplinary team.
E8	Excellent experimental and laboratory 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	Ability to conduct individual and collaborative research, working collegiately within a team environment, using knowledge and skills to contribute to other projects where appropriate.
E11	Ability to plan and manage own work-load effectively, coordinating this with the objectives of the team and collaborators.
E12	Willingness to engage proactively with colleagues to find joint solutions for research challenges.

E13	Ability to conduct research independently and without the need for day-to-day supervision whilst contributing to a strong team environment; willingness to plan and participate in research on collaborators sites in the UK and internationally.

Other Relevant Factors

E14	Must satisfy the global MSCA DC recruitment criteria re nationality, prior qualifications, etc.

Application Procedure

Applicants should visit Strathclyde's vacancies portal and complete an online application form, including the name of three referees who will be contacted without further permission, unless you indicate you would prefer otherwise. You will also need the following documents to complete your application:

- A Curriculum vitae including the candidate's personal information such as countries of residence in the last three years, nationality, academic qualifications, work experience, publications.
- A personal statement (or motivation) letter emphasising specific interests, qualifications, and motivation to apply for this position, the relevancy of your education and professional experience (if any) what and how you can contribute to the project (Maximum 3 pages).
- A copy of the last (highest) qualification including a transcript of records
- Evidence of Proficiency in English (normally, evidence of proficiency in the English language to level B1 (minimum) of the Common European Framework of Reference for Languages (CEFR) is required for candidates to satisfy the University's English language requirements).
- Contact details of two academic or professional references indicating the relationship with the applicant.

Applicants should also complete the Equal Opportunities Monitoring Form.

You may apply prior to obtaining your academic degree but cannot begin before having received it. All interested candidates irrespective of age, gender, disability, race, religion or ethnic background are encouraged to apply.

University of Strathclyde encourages the recruitment of disabled and neurodivergent candidates. If you need any reasonable adjustments during the recruitment process, please let us know. You are welcome to submit a paper application or a CV instead of the online application form by contacting us at humanresources@strath.ac.uk.

Interviews

Formal interviews for this post will be held early in October 2026.

The University is a Disability Confident Employer and operates a guaranteed interview scheme for disabled candidates who meet all the essential criteria for the post that they are applying for.

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 iop@strath.ac.uk or **Prof Keith Mathieson,** keith.mathieson@strath.ac.uk).

Eligibility criteria:
All the candidates must meet the following MSCA-DN **criteria**:

- must not have a doctoral degree at the date of their recruitment
- can be of any nationality

- should be enrolled in a doctoral programme during the project
- should comply with the mobility rules: in general, they must not have resided or carried out their main activity (work, studies, etc.) in the country of the recruiting organisation for more than 12 months in the 36 months immediately before their recruitment date (Compulsory national service, short stays such as holidays and time spent as part of a procedure for obtaining refugee status under the Geneva Convention are not taken into account);

By applying for this position, you agree that your details (name, email address, and home country) may be shared with other partner members of the MINDnet programme.

Conditions of Employment

Conditions of employment relating to the Research staff category can be found at: Conditions of Employment.

Rewards and Benefits

Our comprehensive benefits package, including generous annual leave, family-friendly benefits, flexible work options, and a commitment to continuous learning, reflects our appreciation for the valuable contributions of our colleagues.

We understand that each staff member has unique priorities and lifestyles, so our diverse benefits ensure there is something for everyone, details of which can be found on our Rewards and Benefits webpage.

- **Financial Rewards:** We provide attractive financial packages, including competitive salaries, relocation support for employees and a generous pension scheme, with university contributions of 14.5%.
- **Work-Life Balance:** We are dedicated to enhancing healthy work-life balance for our employees. We offer generous annual leave, an additional annual leave purchase option, flexible and agile work arrangements.
    - Annual Leave: Generous entitlement of 31 days, in addition to 11 public holidays and University closure days.
    - Additional annual leave purchase: Option to request purchase of 2 weeks' additional annual leave per year.
    - Flexible and agile working: The University provides flexible work arrangements. You can request arrangements that fit you and your role, such as hybrid, part-time, compressed hours, term-time, adjusted shifts, staggered hours. These requests can be made from the first day of your employment.
- **Family Friendly Benefits:** We offer a variety of enhanced family-friendly benefits to support our employees in balancing work and family responsibilities. These include Maternity Leave, Paternity/Maternity Support, Adoption Leave, Shared Parental Leave, Parental Leave, Carers Leave and support, Family Friendly Research & Scholarship Leave, and access to our on-campus nursery.
- **Career Development:** Our commitment to personal development is reflected in initiatives such as professional courses, subsidised educational programs, coaching and mentoring, leadership development, secondment opportunities, and access to our library.
- **Health & Wellbeing:** We place high importance on the safety, wellbeing, and health of all our staff and offer discounted Strathclyde Sport membership, an Employee Assistance Programme (EAP), Occupational Health Service, and Cycle to Work scheme.
- **Recognition Awards:** At Strathclyde, we place a strong emphasis on acknowledging and rewarding our staff's commitment and exceptional contributions. This is demonstrated through our Long-Service Awards and our Values-based Strathclyde Medals.

Pre-Placement Health Screening

If you are offered a job with us, you'll be encouraged to let us know about any disability, medical condition, or neurodivergence you have by completing a confidential pre-placement health questionnaire. Completing the questionnaire is entirely voluntary but by doing so we can put in place the right support and make any reasonable adjustments before you start.

Probation

Where applicable, the successful applicant will be required to serve a 9 months probationary period.

Pension

The successful applicant will be eligible to join 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.

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+, disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

The University currently holds an Athena Swan **Silver 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.

In delivering **our People Strategy**, we will contribute, act, and make decisions guided by these values.

- **People-oriented:** committed to our staff and students, providing opportunities, and investing in their development.
- **Bold:** confident and challenging in what we do, and supportive of embracing appropriate and managed risk in our decision-making.
- **Innovative:** focused on discovering and applying knowledge with impact and encouraging creative thinking and new ideas.
- **Collaborative:** working together, with our colleagues and external partners, with integrity and in an open, respectful way.

- **Ambitious:** for our institution, staff and students as well as supporting the ambitions of our partners.

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/policies/. 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 www.strath.ac.uk/staff/policies/hr.

Further guidance on probationary procedures is published at www.strath.ac.uk/staff/policies/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/staff/policies/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 11 public holidays per year which should be taken on days that the University is closed for this purpose. The University presently closes for 4 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 5 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 5 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 6.1% of pensionable salary. A threshold applies to the maximum salary that counts towards the USS Retirement Income Builder. The current threshold from 1 April 2026 is £74,208 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 SharePoint (staff login required). 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/staff/policies/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/staff/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 2026