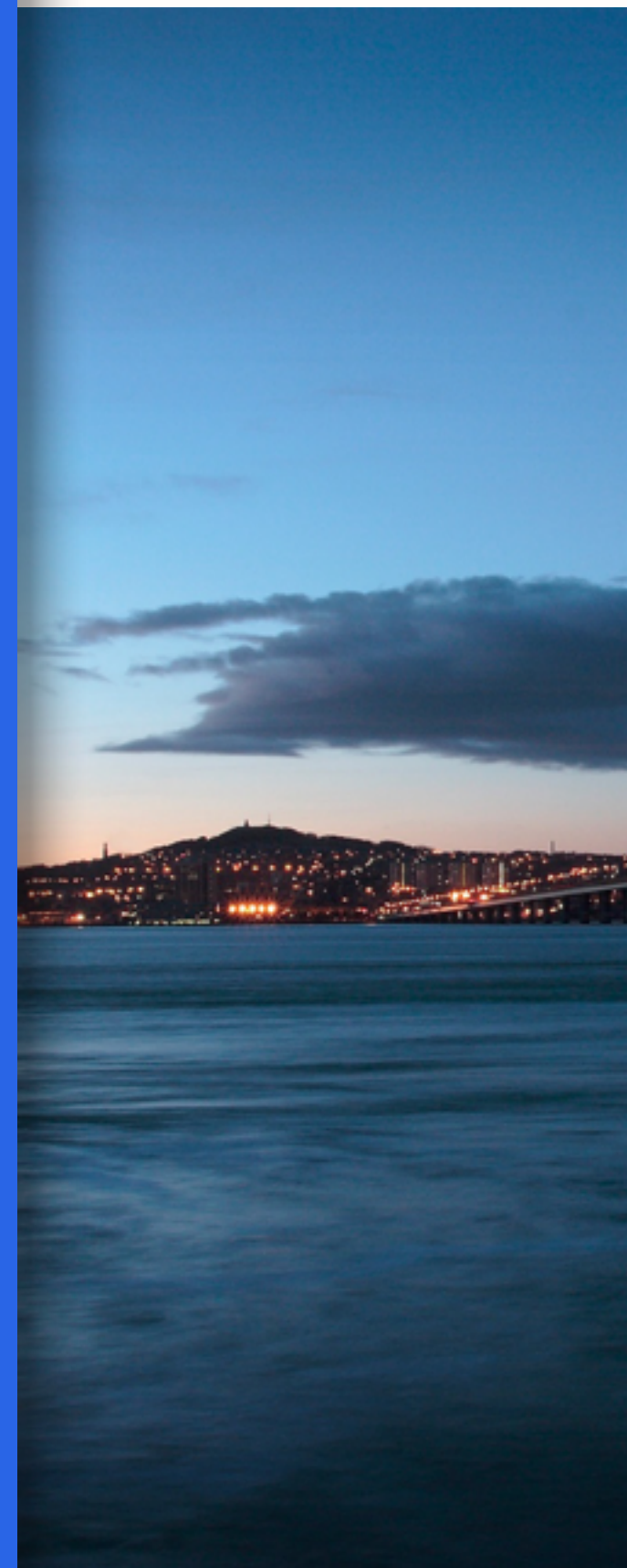


University  
of Dundee



Principal Investigator  
(Research Group Leader)  
appointments at all career stages  
School of Life Sciences





# Contents

Foreword	3	Governance and Senior Management	12
Strategy 2022-2027: our future focus	5	School of Life Sciences organisational structure	13
About the School of Life Sciences	6	The Opportunity	14
Our Triple Intensity: Research	7	The Person	15
Our triple intensity: Teaching and engagement	8	How to apply	16
Equipment and infrastructure	9	The City of Dundee	17
Professional Culture	11	Travel to and from Dundee	19





# Foreword

At the School of Life Sciences we make fundamental discoveries on the molecular and cellular mechanisms underlying health and disease in humans, animals, plants, parasites and bacteria. Knowledge from these discoveries is used to train the next generation of scientists, engage with the public and deliver economic and societal impacts.

We are looking to strengthen and expand our research activity through the appointment of up to 45 research active Group Leaders/Principal Investigators across all career stages (tenure-track, senior lecturer, reader and professorial) over the next five year period. Successful candidates will be joining the School at an exciting time of significant expansion providing the opportunity to contribute to our future direction. We are also keen to attract researchers with an aptitude for broader research leadership.

Dundee was ranked the top University for Biological Sciences in the last two Research Excellence Framework assessments (REF 2014 and REF 2021) which is run by the four UK higher education funding bodies and is the most comprehensive assessment of research quality in the UK.

Delivery of the new School Strategy, which underpins the University Strategy, is aimed at expanding our triple intensity goals of research with impact, learning and teaching, and enterprise and engagement – and link them to our social purpose. We are seeking outstanding individuals

to join our evolving and collegiate team, who embrace our values and global ambitions, and who are ready to support our School in achieving these important objectives.

We know that across our university, women, people of colour, and people with disabilities are underrepresented in our senior positions and we want this to change. We are therefore very keen to receive applications from people who bring a range of different lived experiences into our School.

If you can help us achieve our goals and if you share our commitment to excellence and the transformative power of a university, then we want to hear from you.

**Professor Julian Blow FRSE FMedSci**  
Dean of School of Life Sciences

**Professor Claire Halpin FRSE**  
Associate Dean Research











# Strategy 2022–2027: our future focus

Our vision is to be globally renowned for our social purpose, delivered through our intensity and excellence in research, education and engagement. Over the next five-years, the School of Life Sciences will develop and expand its world leading abilities in these three areas.

The key priorities of the School for this period are to:

- Strengthen the power of our world-leading excellence in research into cell, molecular and chemical biology
- Expand teaching and training programmes, including at undergraduate, postgraduate and professional levels
- Develop new routes to enhance the impact of our work outside academia, working closely with research funders and commercial partners

The recruitment of Principal Investigators at all levels is key for the School to develop the quality and impact of its research.

**Appointments will be made across all molecular life sciences research areas.** However, there will be a focus on specific areas to maximise synergy between research groups, to expand current strengths and build capacity in key areas. We are particularly looking to expand in the following thematic areas:

- Ageing and Neurodegeneration
- Microbiology, Immunology and Infectious Disease
- Computational Biology
- Drug Discovery/Chemical Biology/ Computational Chemistry
- Plant Sciences for Sustainability and Climate Change







# About the School of Life Sciences

The world-class research at the School of Life Sciences, together with our excellence in engagement and enterprise and learning and teaching, has contributed to high rankings including recently being rated as the top university in the UK for biological sciences in the most recent research excellence framework.

## Research

- Top university for Biological Sciences in the UK in the last two Research Excellence Frameworks (*REF 2021 and REF 2014*)
- 8th in the UK, 9th in Europe, 21st in the World for Biomedical and Health Sciences Impact (*CWTS Leiden Ranking 2023*)
- 2nd in the UK, 6th in Europe and 38th in World for 'citations-per-paper' (*QS World University Rankings in Biological Sciences 2023*)
- 2nd in the World for our Open Access research (*CWTS Leiden Ranking 2023*)

## Engagement and Enterprise

- 1st in the UK for spin-outs (*Octopus Ventures 2023*)
- 4th in the UK for the volume of equity secured by its spin-outs (*Parkwalk-Beauhurst 2022*)
- 5th in the UK for its record of turning research into world-changing companies (*Octopus Ventures 2021*)
- 6th in the UK and 1st in Scotland for the value of our spinouts over the last two decades (*University Spinout Report 2021 GovGrant*)
- 1st in UK for industry income (*Times Higher Education World University Rankings in Biological Sciences 2023*)
- 1st faculty in the UK to be awarded a Gold Engage Watermark (*National Co-ordinating Centre for Public Engagement 2017*)

## Learning and Teaching

- 12th in the UK, 51st in Europe and 120th in the World (*QS World University Rankings in Biological Sciences 2023*)
- 10th in the UK and 95th in the World (*Times Higher Education World University Rankings in Biological Sciences 2023*)
- Top 10 in UK for Biomedical Sciences (non-specific) (*National Student Survey 2022*)
- Higher Educational Institution of the Year (*The Herald HE Awards 2023*)
- 5-star rating from QS Quacquarelli Symonds (*International higher education specialists*)





# Our triple intensity: Research

At the School of Life Sciences, we apply our fundamental discoveries on the molecular and cellular mechanisms underlying health and disease to areas such as global challenges in infectious disease, morbidities associated with ageing and sustainable agriculture.

The School comprises around 70 research groups with more than 800 staff and doctoral students from over 50 countries worldwide. Research groups are each led by a Principal Investigator (PI) and are organised into seven research divisions. We have a strong collegiate and collaborative research culture. In the recent REF 2021 research assessment, 100% of our research environment was given the highest possible 'world leading' (4\*) rating. We actively encourage interdisciplinary interactions between research groups across the School as well as across the University. We also see our academic work as an international enterprise and collaborate every day with colleagues at institutions around the world.

The School of Life Sciences research complex consists of four physically interlinked buildings on the University city campus. Our Division of Plant Sciences is located at the James Hutton Institute where the scientists benefit from the Hutton's specialist facilities including the new Advanced Plant Growth Centre and International Barley Hub.

Our research complex has been designed to maximise collaborative working. An enclosed atrium (the 'Street') was created between our newest building, the Discovery Centre for Translational and Interdisciplinary Research and the existing research complex. This space is a place for meeting, collaboration and networking. It incorporates a café, informal break-out areas and a venue for public engagement.

Sharing of latest research findings can take place in one of our lecture theatres, many meeting or seminar rooms. Our dynamic research environment is supported by a raft of different activities. These include our Annual Research Symposium that showcases the work taking place in the School and our prestigious named lecture series featuring world-leading scientists. Each research division runs its own seminar series that also brings to Dundee international leaders in their respective fields.



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# 10

Fellows of the Royal Society

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# Our triple intensity: Teaching and Engagement

In the School of Life Sciences, we see teaching and training the next generation as a fundamental element of what we do. And as an innovative School, we take our fundamental discoveries and deliver outcomes that engage others and make economic impact.

We have a dedicated team, the D'Arcy Thompson Unit, that lead teaching in the School. The unit comprises teaching-focused academics, technicians, and administrative staff. We offer a range of different degree programmes both at undergraduate and postgraduate levels. As a research-focussed Principal Investigator, you will be expected to contribute to teaching predominantly at levels 3 and 4 as well as host Honours and Masters student projects. Teaching loads for Principal Investigators are typically between 5-10% of total workload, and our tenure-track staff have minimal requirements in the first few years whilst they establish their independent research.

Through their research activities, all our Principal Investigators play a major part in professional training through their mentorship of PhD students and Postdoctoral Research Associates working in their laboratories.

The work undertaken in the School of Life Sciences has a significant impact on people's health, our shared economy and environment. We make our science accessible through public engagement and we work in partnership with our audiences and external partners.

We have long-standing partnerships with industry and a track record of generating sustainable spin-out companies. This has led us to become one of the leading universities in the UK for spinning out and commercialisation of research, creating companies such as Exscientia and Amphista Therapeutics.

Our new innovation hub created through the Tay Cities Deal will further strengthen the support we can provide spin-outs, accelerating company formation and growth. We anticipate the hub opening in late 2024.



**1<sup>st</sup>** in the UK  
for spin-outs  
*Octopus Ventures 2023*





# Equipment and infrastructure

We provide researchers of all career stages with access to centrally-managed equipment, facilities and infrastructure. As well as advanced technology platforms such as proteomics, imaging and cryo-EM, the School maintains a wealth of core equipment such as tissue culture suites, radiation suites and home office approved facilities to support varying research programmes.

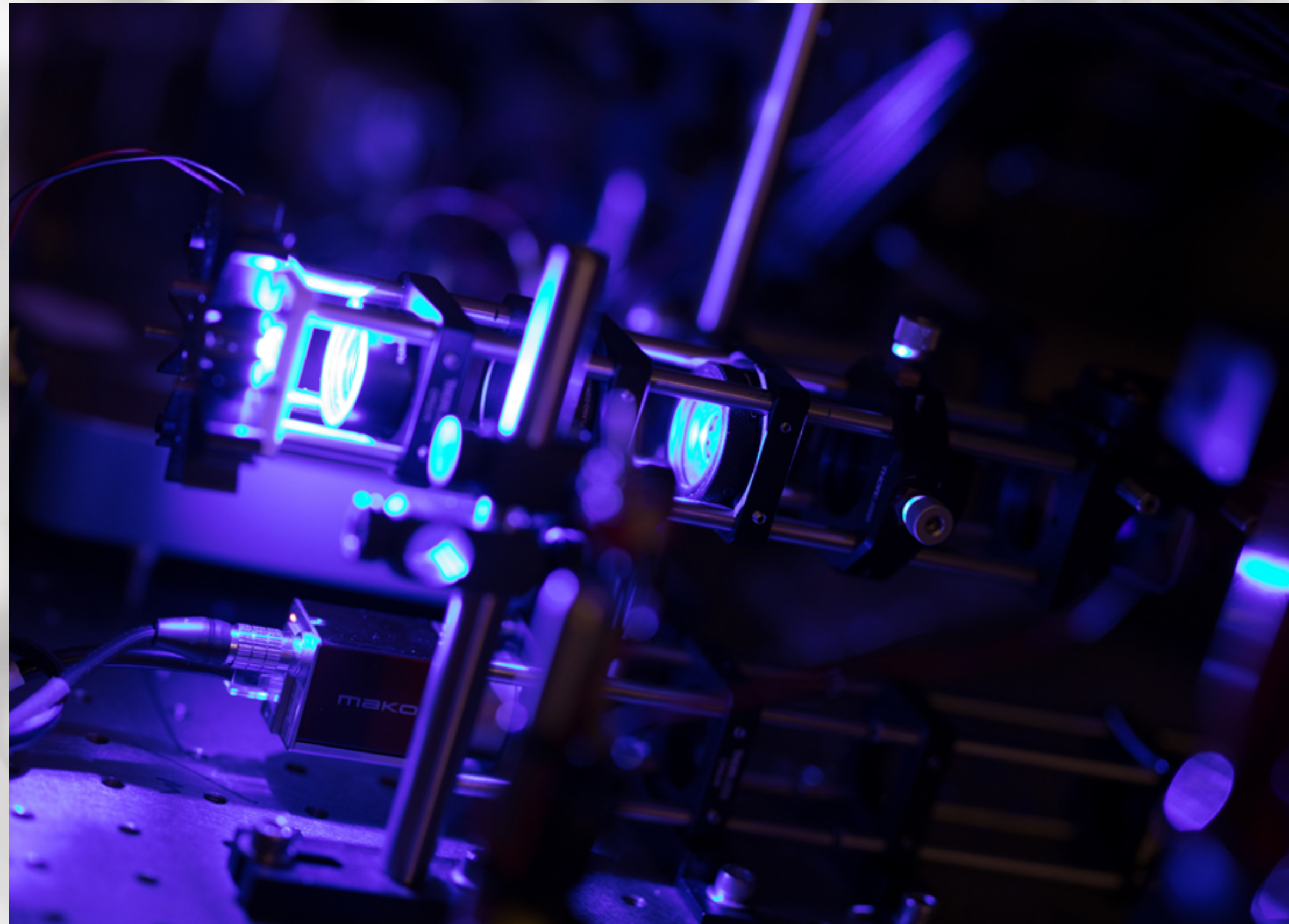
A core ethos of the School of Life Sciences is to have accessible scientific facilities that enable all staff and students to harness cutting-edge technology for discovery and translation while maximising their effective and efficient use. To best manage our core facilities, many of our major technology platforms have been incorporated into the Centre for Advanced Scientific Technologies (CAST). CAST is run by dedicated staff who ensure equipment is properly specified, operated and maintained. They contribute to experimental design and coordinate PhD student and postdoc training. Our scientific facilities are subject to external reviews allowing critical evaluation that assists in sustaining excellence. We seek to equip these facilities with the latest equipment through external research awards as well as School/ University funding. Most of these facilities operate on a cost recovery basis, subsidised by the School. More details on our facilities [can be found here](#).

All our laboratories in the research complex are open-plan, which encourages collaboration and interdisciplinary working. They are equipped with state-of-the-art facilities and equipment including:

- 'wet' laboratories for chemistry, biochemistry and microbiology
- tissue culture suites for categories 1, 2 and 3 level work and designated spaces for radioactivity
- rooms specially designed for working with model organisms such as yeast, *Drosophila*, *Xenopus laevis* and *C. elegans*
- high quality 'dry' laboratories for computational biology research
- cutting-edge plant science facilities located within our Division of Plant Sciences based at the James Hutton Institute

Our extensive in-house support allows our research teams to focus on their research. Central technical services provide wash up services, tip provision, waste disposal and provision of made-to-order media. Our central stores team provide a to-bench delivery service of goods. Procurement is supported by experts in the laboratory management team and divisional administrative teams provide comprehensive support for travel, conferences and event organisation. The School also has specialist professional services staff to support strategic bid preparations, public engagement activity and interactions with industry.









# Professional culture

We are a scientifically and culturally diverse academic school where we aim to teach and train the next generation of scientists, discover how living organisms work, and apply this knowledge to improve wellbeing globally to help make the world a better place. Diversity, equity and inclusion are essential for us to ensure a vibrant and sustainable workplace culture.

We are proud of the fact that our academics, professional and technical services staff, and trainees, come from all over the world and from all walks of life, working together using a host of personal and technical approaches. Diversity, equity and inclusion are essential for us to ensure a vibrant and sustainable workplace culture. We aim to support and develop all our staff and students so they can work to the best of their ability, and this depends on a culture where everyone feels empowered and safe to question and challenge behaviours that compromise this goal.

Professional culture in the School is underpinned by our **Culture Strategy**. The strategy comprises of five pillars of activity that contribute to our high performing community and ensures that what we do is meaningful and has a purpose.

- 1 Inclusive and supportive
- 2 Career development
- 3 Reward and recognition
- 4 Rigour and excellence
- 5 Open science

Delivery of this strategy is overseen by our Associate Dean for Professional Culture, Professor Inke Nätthke. She also chairs the School's research integrity group as well as acting as the convener for the University's Research Governance and Policy Sub-committee. Professor Hari Hundal, a member of the School's Division of Cell Signalling and Immunology, is the University academic lead for Race Equality.

The School is the proud recipient of an Athena Swan Silver award (renewed for the second time in 2023).

We offer additional support for those with primary care responsibilities and present an annual Peoples' awards to recognise particularly positive contributions towards our culture.





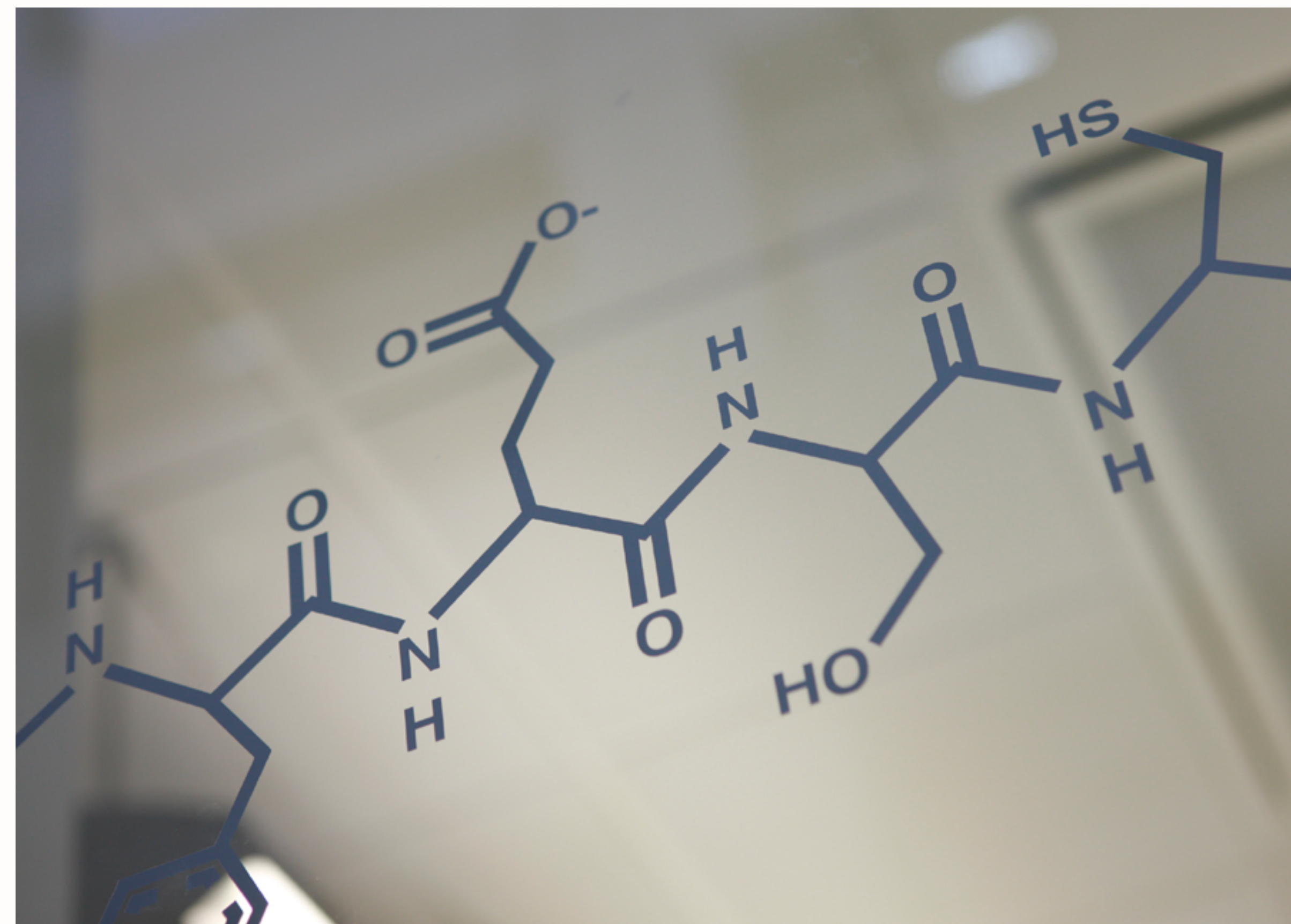


# Governance and senior management

The School Executive Group (SEG) has responsibility for providing leadership to the School, setting future direction and the management and administration of its estate and finance. Each of our Divisions are led by a Head of Division and we have additional leads for other academic activities in the School.

The School Executive Group (SEG) comprises the Dean of School, five Associate Deans (Professional Culture, Learning and Teaching, Research, International, Quality and Academic Standards), School Manager and the general manager of the MRC-PPU. SEG meet on a weekly basis to deal with both operational and strategic matters relating to the School.

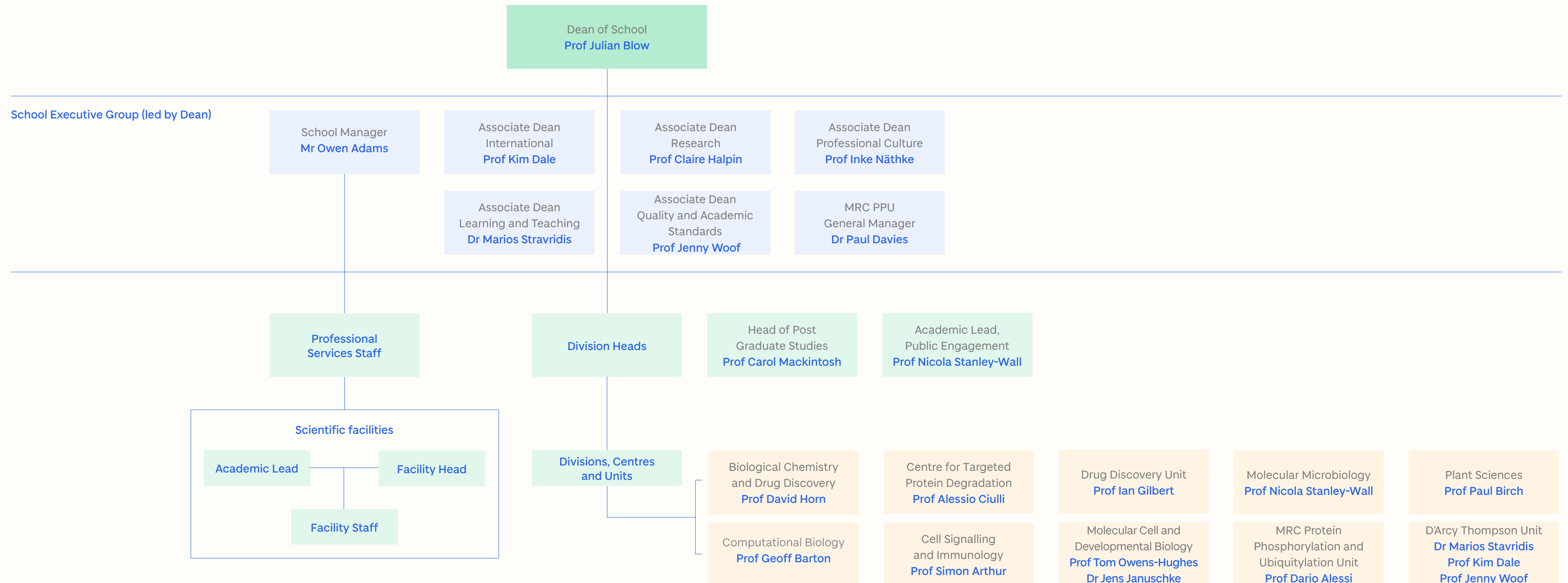
On a rolling basis, School staff are co-opted to SEG for 3-4 months. In addition, colleagues leading specific activities are regularly invited to join. Heads of Division are responsible for providing leadership for their respective areas and are part of School Board and School Research Committee. Other leadership positions in the School spearhead activities such as Athena Swan, our PhD Programmes, research integrity and translation and commercialisation.







# School of Life Sciences organisational structure







# The Opportunity

We are looking to recruit up to 45 research active Group Leaders/Principal Investigators at all career stages (tenure-track, senior lecturer, reader and professorial) across all molecular life sciences research. We are particularly looking to expand in the following thematic areas.

- Ageing and Neurodegeneration
- Microbiology, Immunology and Infectious Disease
- Computational Biology
- Drug Discovery/Chemical Biology/Computational Chemistry
- Plant Sciences for Sustainability and Climate Change







# The Person

We are looking to make appointments at all career stages: tenure-track, senior lecturer, reader and professorial. The two main criteria that all candidates will be assessed against are research excellence and collegiality. Research excellence should be evidenced by research outputs including papers and the ability to secure grant funding, as appropriate for career stage. Successful candidates will be joining the School at an exciting time of significant expansion providing the opportunity to contribute to our future direction. We are also keen to attract researchers with an aptitude for broader research leadership.

## Essential criteria

- All candidates should have a PhD in Life Sciences or related area
- Demonstrable excellence in research and credible future research plans
- Conduct of individual or collaborative research projects
- Evidence of the ability and willingness to work collaboratively with others
- Commitment to equality, diversity and inclusion

The School of Life Sciences has been fully committed to the principals of the San Francisco Declaration on Research Assessment (DORA) since 2013. In assessing applicants, we consider the scientific quality of their published research papers, but do not take into account where the papers were published and do not consider journal-based metrics, such as Journal Impact Factors.

## Tenure-track appointments

Our Tenure-track appointments are typically made on a 5+2 year basis, with a tenure decision usually being made five years after appointment and salary being underwritten for two years afterwards. As a tenure-track Principal Investigator (PI) we provide you with a programme of mentoring, support and assessment to develop your scientific career. Flexible start-up funds will help kick-start your career and a generous relocation allowance will enable an easy move to Dundee. We will prioritise you for PhD students to help grow your research group. We will fund your attendance at lab management courses and provide access to 1:1 coaching if desired. As a tenure-track member of staff your teaching commitments will be minimal to allow you to focus on establishing your research. We will encourage you to participate in the PGCertHE programme.

## Tenured appointments – Senior Lecturer, Reader and Professorial

As a tenured member of staff you will be expected to demonstrate an international reputation for your research and have experience of running an independent research group. You will have success in securing grant funding and be able to demonstrate experience in other areas of academic activity such as leadership, teaching or external engagement.





# How to apply

Applicants are asked to apply on the [University of Dundee job vacancy site](#) and upload three documents as part of their application:

- CV
- Four page research proposal indicating broad research area/theme
- One page cover letter outlining how your research synergises with and/or extends our existing strengths as well as outlining what skills, attributes and expertise you would bring more broadly to the School (e.g. in teaching, research culture, commercialisation, translation, training etc).
- Candidates will be considered in their own right on a rolling basis as applications are received.

The recruitment process will be staged:

- 1 Selected candidates will initially be invited to present a preliminary seminar, meeting key members of staff with the opportunity to view our facilities.
- 2 After the preliminary seminar, those selected to go to the next stage will be invited back for a formal interview. The interview panel composition will be determined by the level of appointment ([see UoD recruitment policy](#)).

As part of the application process, all candidates will be requested to complete an Equal Opportunities Monitoring Form. This will assist the University of Dundee in monitoring selection decisions to assess whether equality of opportunity is being achieved.

Information collated from the Equal Opportunities Monitoring Forms will not be used as part of the selection process and will be treated as strictly confidential.

## Accessibility

We are committed to ensuring everyone can access our website and application processes. This includes people with sight loss, hearing, mobility and cognitive impairments. Should you require access to these documents in alternative formats, please contact:

**[SLS\\_PI\\_recruitment@dundee.ac.uk](mailto:SLS_PI_recruitment@dundee.ac.uk)**

If you have any comments and/or suggestions about improving access to our application processes, please don't hesitate to contact us at the above email address.

## Personal data

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and / or biometric data) in your CV and application documentation. Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your express consent to process this information going forward. Please also remember to not mention anyone's information or details (e.g. referees) who have not previously agreed to their inclusion.

## Queries

To find out more about the role, in the first instance please contact:

**e: [SLS\\_PI\\_recruitment@dundee.ac.uk](mailto:SLS_PI_recruitment@dundee.ac.uk)**





# The City of Dundee

## One city, many discoveries.

Dundee occupies a stunning position on the east coast of Scotland, overlooking the River Tay where in summer dolphins can be seen playing. The city and its surrounds offer a high quality of living; city life combined with beautiful wide open spaces.

Dundee is friendly and compact. With a population of 150,000 it is small enough to walk round but has all the cultural and leisure activities you would expect in a much larger city. It is the UK's only UNESCO City of Design and, with the opening of the only V&A museum outside of London, has a growing reputation as a creative centre. The city has been described in recent years as 'Scotland's Best Place to Live' (Sunday Times) and on the road to 'becoming Britain's coolest little city' (GQ).

The best of Scotland is easily accessible from Dundee. You can take part in watersports on the Tay in the morning, climb a mountain in the afternoon and still have time to return for a show at Dundee Rep, home to Scotland's leading theatre ensemble, in the evening.

We lie at the heart of Scotland's fabled golf triangle, linking the Ryder Cup venue at Gleneagles and the Open Championship courses at Carnoustie and St Andrews, the home of golf.

Dundee is a post-industrial city that has worked hard to reinvent itself. The University is a key economic driver for prosperity and we're involved in many partnerships across the city spanning social, educational, health and wellbeing, cultural, business and voluntary sectors. We have strong links with the City Council, other local authorities, Scottish Enterprise Tayside (the local economic development company), NHS Tayside and a range of other local and national bodies in Scotland and the UK.

Salaries in Dundee currently go further on the property ladder than in almost any other city in the UK. The range of properties within commuting distance of the University covers a wide spectrum – from country houses and seaside cottages to handsome town villas and sleek city quay apartments.

Dundee has put enormous effort into the redevelopment of the city centre. Its stunning waterfront along the Tay is now being developed, including the V&A Museum of Design Dundee, housed in an iconic building designed by renowned architect Kengo Kuma.

[Continued over →](#)







A vibrant cultural quarter is home to Scotland's award-winning Dundee Rep Theatre and the highly acclaimed Dundee Contemporary Arts which has become a lively social hub and film house as well as a champion of leading-edge arts.

Dundee has become known as the City of Discovery – the place where Captain Scott of the Antarctic's ship, the RRS Discovery, was built and is now permanently berthed. It is a line that serves contemporary Dundee well with its reputation as a strong research-led environment.

The highest levels of annual sunshine, more green spaces and the purest air quality of any city in Scotland make Dundee a pleasant place to live. Comparatively low levels of traffic cut the daily 'hassle factor' considerably. An apocryphal tale has it that the local radio station has on occasion warned of traffic jams "causing delays of up to three minutes".

There are 35 primary schools in the region feeding into eight secondary schools. In the private sector, Dundee High School is one of the leading fee-paying schools in Scotland, consistently scoring well on academic and sporting achievement. A further eight independent/private schools are within driving distance including St Leonards, Strathallan, Glenalmond College and Lathallan School. Pre-school education is widely provided including a number of excellent private nurseries.

Dundee is just a 90 minute drive from 90% of Scotland's population. Edinburgh is less than an hour away and Glasgow around an hour and a half by road or rail. If London beckons, you can get down for a meeting and back on the same day using Dundee Airport, flying direct to London. Short check-in times are an extra bonus and crystallise the quality of life enjoyed in this part of the world.







# Travel to and from Dundee



## Edinburgh

70 minutes by train

90 minutes by bus

90 minutes by car

## Glasgow

90 minutes by train

105 minutes by bus

90 minutes by car

## Aberdeen

75 minutes by train

70 minutes by bus

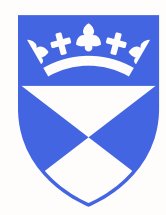
95 minutes by car

## London

120 minutes by plane







University  
of Dundee

University of Dundee  
Nethergate  
Dundee DD1 4HN

+44 (0)1382 383000  
[dundee.ac.uk](http://dundee.ac.uk)

