

**University of St Andrews**  
**School of Geography and Geosciences**  
**Department of Geography and Sustainable Development**  
**Lecturer in Demography/Population Geography**  
**Further Particulars for Applicants**

**Department of Geography and Sustainable Development**

The Department of Geography and Sustainable Development is seeking to appoint a Lecturer with expertise in Demography/Population Geography. We are looking for candidates with excellent research profiles in Demography and Population Studies and with research interests in family and fertility; international and internal migration; population ageing, health and mortality; or in a cognate research area. The candidates should have strong skills in demographic and longitudinal data analysis and be capable of contributing to the Human Geography teaching programme.

The successful applicant will join the *Population and Health Research Group* (PHRG), which is one of the four research clusters in the *Department of Geography and Sustainable Development* (DGSD). The PHRG is home to seven academic staff and a team of post-doctoral researchers and PhD students. The core academic staff are: Professor Allan Findlay, Dr Nissa Finney, Professor Elspeth Graham, Professor Hill Kulu, Dr David McCollum, Dr Alan Marshall and Professor Maarten van Ham (<https://populationandhealth.wordpress.com/our-people/>) with collaboration extending across the Department and beyond.

The PHRG research covers a wide range of demographic topics including the analysis of health, well-being and mortality; family and fertility dynamics; life course choices; migration and new mobilities; ethnicity and minority populations; and population inequalities <http://www.st-andrews.ac.uk/gsd/research/phrg/>. The group combines expertise in demographic and longitudinal data analysis; small-area estimation and population projections; spatial and geographical analysis; and qualitative and mixed methods. There are a number of ongoing research projects funded by the UK's research councils and the European Commission. The group hosts the ESRC *Centre for Population Change* (CPC) (<http://www.cpc.ac.uk/>), the ESRC *Centre on Dynamics of Ethnicity* (CoDE) (<http://www.ethnicity.ac.uk/>), the *Census and Administrative Data Longitudinal Studies* (CALLS) Hub (<http://calls.ac.uk/>) and is affiliated with the *Centre for Housing Research* (CHR) (<http://ggsrv-cold.st-andrews.ac.uk/chr/>) and the *ERC DeprivedHoods* project (<http://www.deprivedhoods.eu/>). The staff of the PHRG is also involved in the activities of the *Scottish Longitudinal Studies* (<http://sls.lscs.ac.uk/>) and colleagues work with the School of Medicine to deliver a taught Masters in Global Health Implementation (<http://medicine.st-andrews.ac.uk/teaching/msc-global-health-implementation/>).

The Department of Geography and Sustainable Development occupies the Irvine Building (and a linked building in St Salvator's quadrangle), which is located in the historic town centre near the University Library and overlooks St Andrews Bay. It houses nearly all of the academic and postdoctoral staff in the Department, along with laboratory facilities and most Geography teaching accommodation. The Irvine Building also houses the Department of Earth and Environmental Sciences (DEES). Together DGSD and DEES constitute the School of Geography and Geosciences.

The Department is well-known for world-leading research in a number of areas including population studies. According to the Research Excellence Framework (REF) 2014, 83% of research conducted in the DGSD was classified as world-leading or internationally excellent; 88% of research environment was world-leading including the ESRC-funded Centre for Population Change and the Longitudinal Studies Centre. The Department also has a well-established reputation for high teaching quality (listed 3rd in the UK in the Geography subject area in the Sunday Times Good University Guide 2017). The Department

has 29 academic staff, 16 postdoctoral fellows and 32 PhD students, supported by 3 teaching fellows, 4 technicians, a cartographer and 5 secretarial staff.

### Other research activities in the Department

DGSD has four research groups - Population and Health; Environmental Economics and Policy; Environmental Change; and Power, Representation and Behaviour. It also hosts several other externally-funded research centres, e.g. the *Arctic Research Centre*. Staff of the DHSD is actively engaged in the Scottish Funding Council Research Pooling initiatives SAGES (<http://www.sages.ac.uk/>) and MASTS (<http://www.masts.ac.uk/>); the School/Department is also a partner in the NERC Doctoral Training Partnership IAPETUS (<http://www.iapetus.ac.uk/>) and the ESRC Scottish Graduate School of Social Science (<http://www.socsciscotland.ac.uk/>). The wealth of knowledge and skill represented in these centres and partnerships provides extensive opportunities to play a leading role in collaborative research.

### Further Information

Further information on the University is available at <http://www.st-and.ac.uk/>, on the School of Geography and Geosciences at <https://www.st-andrews.ac.uk/gg/>, and on the Department of Geography and Sustainable Development at <http://www.st-andrews.ac.uk/gsd/>

The job description for this role is attached below.

### Job Description

Job Title: Lecturer in Demography/Population Geography	Working Hours: Full time/36.25
School/Unit: School of Geography and Geosciences, Department of Geography and Sustainable Development	Grade/Salary Range: Grade 7/£39,324 - £48,327 <i>per annum</i>
Reporting to: Head of School	Reference No: AC2017ML
Job Family: Academic (Teaching & Research)	Start Date: Negotiable, but as soon as possible; no later than 1st August 2017
	Interview date: 28th February 2017

### Main Purpose of Role

To strengthen the Department of Geography and Sustainable Development's record of excellence in the production of original research and the provision of outstanding teaching by:

- Conducting, publishing and otherwise disseminating original research in the field of demography and population studies.
- Teaching classes and delivering lectures to human geography undergraduate and taught postgraduate students as well as supervising final year/Master's dissertations and doctoral theses as required.
- Enhancing the Department's research culture by attracting external research funding and graduate students.
- Contributing to the effective administration and management of the Department's activities.

### Key Duties and Responsibilities

1. Publish papers in high quality journals and other prestigious outlets.

2. Play an active role in the PHRG and engage in collaborative research with academic staff of other DGSD research groups and/or other Schools in the University.
3. Teach human geography undergraduate and postgraduate students in areas of demography, population geography and quantitative methods.
4. Attract, recruit and supervise PhD students.
5. Apply for and win individual and joint research grants.
6. Undertake administrative roles and management functions as required by the Head of Department.
7. Participate in committees and working groups within the Department/School, the Faculty and the University as may be required.
8. Play an active role in building inter-disciplinary links across the University.

*Please note that this job description is not exhaustive, and the role holder may be required to undertake other relevant duties commensurate with the grading of the post. Activities may be subject to amendment over time as the role develops and/or priorities and requirements evolve.*

### Person Specification

This section details the attributes e.g. skills, knowledge/qualifications and competencies which are required in order to undertake the full remit of this post.

<b>Attributes</b>	<b>Essential</b>	<b>Desirable</b>	<b>Means of Assessment</b> (i.e. application form, interview, test, presentation etc)
Education & Qualifications	PhD in a Social Science discipline (including Statistics and Applied Mathematics)	PhD in Demography, Population/Human Geography, Social Statistics or another closely relevant discipline	Application and certificates
Experience & Knowledge	<p>Peer-reviewed publications in high quality international journals (that are REF-returnable)</p> <p>Internationally relevant research in Demography and Population Studies</p> <p>Experience in handling complex individual-level longitudinal data (retrospective surveys, panel studies, or register data)</p> <p>Experience in event history / survival analysis and/or multilevel analysis</p> <p>Awareness of substantive external</p>	<p>Experience in advanced longitudinal data analysis</p> <p>Experience of PhD (co)supervision</p> <p>Evidence of success in attracting research grants and delivering on externally-funded research projects</p> <p>Evidence of the dissemination of research to non-academic users</p> <p>Some knowledge of issues and challenges facing universities in such areas as curriculum design, course assessment, quality assurance, enhanced student experience etc</p>	Application, CV, presentation and interview

	<p>research funding and credible plans for the active pursuit of research grants</p> <p>University teaching experience</p> <p>Able to spend short periods away (up to one week) from St Andrews on field trips</p> <p>Evidence of participation in relevant academic and professional associations/bodies</p>		
Competencies & Skills	<p>Effective communicator (orally and in writing)</p> <p>Ability to communicate research results in an engaging and intelligible way to non-specialist audiences</p> <p>Collegiality/ willingness to work in a collaborative environment</p> <p>Administrative and IT skills appropriate for efficient and effective delivery of teaching, supervision and research</p> <p>Ability to write code in a statistical package (e.g. Stata, R or SAS)</p>	<p>Ability to lead a research initiative</p> <p>Evidence of aptitude and effectiveness in departmental/institutional administrative tasks</p>	Interview, presentation and references

**Essential Criteria** – requirements without which a candidate would not be able to undertake the full remit of the role. Applicants who have not clearly demonstrated in their application that they possess the essential requirements will normally be rejected at the short listing stage.

**Desirable Criteria** – requirements which would be useful for the candidate to hold. When short listing, these criteria will be considered when more than one applicant meets the essential requirements.

#### Other Information

Interviews will be held on 28 February 2017.

We encourage applicants to apply online at [www.vacancies.st-andrews.ac.uk/welcome.aspx](http://www.vacancies.st-andrews.ac.uk/welcome.aspx), however if you are unable to do this, please call +44 (0)1334 462571 for a paper application form.

For all applications, please quote ref: AC2017ML

Applications are particularly welcome from women who are under-represented in Science at the University.

The University of St Andrews is committed to promoting equality of opportunity for all, which is further demonstrated through its working on the Gender and Race Equality Charters and being awarded the Athena SWAN award for women in science, HR Excellence in Research Award and the LGBT Charter; <http://www.st-andrews.ac.uk/hr/edi/diversityawards/>.

The University is committed to equality of opportunity.

The University of St Andrews is a charity registered in Scotland (No SC013532).

### **Review Period for New Starts**

The University operates a review period of 4 years for all academic appointments. Detailed objectives for Research, Teaching and Service, covering a period up to 4 years, specific to the individual, taking account of the stage of their career at appointment and reasonable expectations for the relevant academic discipline, including workload management, will be agreed with the individual at the time an appointment is offered. The agreement will normally cover:

- Publications Strategy
- Engagement (including public and outreach)
- Grant applications
- Teaching

The review period is intended to be supportive and encouraging and the University will look for evidence of sustained high quality performance throughout. Details of the scheme can be found on the Human Resources website at:

<http://www.st-andrews.ac.uk/staff/policy/hr/AcademicReviewforNewStartsAllAcademicStaff/>

### **Obligations as an Employee**

You have a duty to carry out your work in a safe manner in order not to endanger yourself or anyone else by your acts or omissions.

You are required to comply with the University health and safety policy as it relates to your work activities, and to take appropriate action in case of an emergency.

You are responsible for applying the University's equality and diversity policies and principles in your own area of responsibility and in your general conduct.

You have a responsibility to promote high levels of customer care within your own area of work/activities.

You should be adaptable to change, and be willing to acquire new skills and knowledge as applicable to the needs of the role.

You may, with reasonable notice, be required to work within other Schools/Units within the University of St Andrews.

You have the responsibility to engage with the University's commitment to Environmental Sustainability in order to reduce its waste, energy consumption and carbon footprint.

## The University & Town

Founded in the early 15th century, St Andrews is Scotland's first university and the third oldest in the English speaking world.

Situated on the east coast of Scotland and framed by countryside, beaches and cliffs, the town of St Andrews was once the centre of the nation's political and religious life.

Today it is known around the world as the 'Home of Golf' and a vibrant academic town with a distinctively cosmopolitan feel where students and university staff account for more than 40% of the local population.

The University of St Andrews is a diverse and international community of over 11,000, comprising students and staff of over 120 nationalities. It has 8,500 students, just over 7,000 of them undergraduates, and employs approximately 2,540 staff - made up of c. 1,190 in the academic job families and c 1,350 in the non-academic job families.

St Andrews has approximately 50,000 living graduates, among them former Scottish First Minister Alex Salmond and the novelist Fay Weldon. In the last 90 years, the University has conferred around 1000 honorary degrees; notable recipients include Benjamin Franklin, Rudyard Kipling, Alexander Fleming, Iris Murdoch, James Black, Elizabeth Blackadder, Tim Berners-Lee and Hillary Clinton.

The University is one of Europe's most research intensive seats of learning. It is the top rated university in Scotland for teaching quality and student satisfaction. In the Research Excellence Framework (REF) 2014 the University was ranked top in Scotland for quality of research output and one of the UK's top 20 research universities.

St Andrews is consistently held to be one of the United Kingdom's top ten universities in university league tables compiled by The Times and The Sunday Times, The Guardian and The Complete University Guide. The University has eight times been named the top multi-faculty university in the UK in the National Student Survey - a direct reflection of the quality of teaching, assessment and facilities. In international and world rankings St Andrews scores highly for teaching quality, research, international outlook and citations. It is established as a World Top 100 institution in annual rankings produced by QS and Times Higher Education.

Its international reputation for delivering high quality teaching and research and student satisfaction make it one of the most sought after destinations for prospective students from the UK, Europe and overseas. In 2015 the University received on average 12 applications per place. St Andrews has highly challenging academic entry requirements to attract only the most academically potent students in the Arts, Sciences, Medicine and Divinity.

The University is closely integrated with the town. The Main Library, many academic Schools and Service Units are located centrally, while the growth in research-active sciences and medicine has been accommodated at the North Haugh on the western edge of St Andrews.

As the University enters its seventh century, it is delivering a varied programme of strategic investment, including the refurbishment of its Main Library and a major investment in its collections, the opening of a research library, the development of a major arts centre and a Music Centre, the refurbishment of the Students' Union, the provision of 900 additional students beds, the relocation of professional services to purpose built accommodation and the development of a wind-farm and green energy centre to offset energy costs.