



UNIVERSITY OF LEEDS

## CANDIDATE BRIEF

Research Fellow in Invasion Biology, Faculty of Biological Sciences



**Salary: Grade 7 (£37,099 - £44,263 p.a.)**

**Reference: FBSBY1198**

**Available on a fixed-term basis for 2 Years**

**This role will be based on the university campus with scope for it to be undertaken in a hybrid manner. We are also open to discussing flexible working arrangements.**

## Research Fellow in Invasion Ecology School of Biology

**Are you an ambitious researcher looking for your next challenge? Do you have an established background in Freshwater Invasion Ecology? Do you want to further your career in one of the UKs leading research intensive Universities?**

Biological invasions are a key driver of global change, causing irreversible ecosystem change, biodiversity loss and enormous economic burden. It is a global research priority to better understand what factors increase or dampen ecological impact of non-native invasive species. Current methods to predict impact have limited utility due to equivocal results depending on geographic location (space) and invasion stage (time) and do not scale to the complexity of natural environments. This project will form part of an ambitious Future Leaders Fellowship to develop trait based and scalable methodologies to better understand, predict, manage, and prevent negative effects of biological invasions.

This Post-Doctoral Research Fellowship will require laboratory, field and modelling approaches to untangle the complexity and context dependency of invasive species ecological impact. We look forward to interviewing creative and dynamic researchers with a flair for problem solving. The candidate must have experience in designing and performing lab and field campaigns in freshwater systems and have excellent knowledge of eco-evolutionary dynamics, invasion ecology, and freshwater climate change. Both laboratory and fieldwork will be completed abroad in at least one of these partner locations (South Africa, Canada, Zambia, Turkey, Indonesia) for periods no longer than four weeks. Experience of coordinating and implementing fieldwork abroad is desirable, as is a strong demonstration of stable isotope analysis or large-scale experimental design in an aquatics lab.

What we offer in return:

- 26 days holiday plus approx.16 Bank Holidays/days that the University is closed by custom (including Christmas) – That's 42 days a year! ·
- Generous pension scheme plus life assurance– the University contributes 14.5% of salary.
- Health and Wellbeing: Discounted staff membership options at The Edge, our state-of-the-art Campus gym, with a pool, sauna, climbing wall, cycle circuit, and sports halls.





- Personal Development: Access to courses run by our Organisational Development & Professional Learning team.
- Access to on-site childcare, shopping discounts and travel schemes are also available.
- And much more!

The University of Leeds and the Faculty of Biological Sciences are committed to providing equal opportunities for all and offer a range of family friendly policies. The University is a charter member of Athena SWAN (the national body that promotes gender equality in higher education), and the Faculty of Biological Sciences was awarded a Silver award in 2020. We are proud to be an inclusive Faculty that values all staff, and are happy to consider job share applications and requests for flexible working arrangements from our employees. Our Athena SWAN [webpage](#) provides more information.

## What does the role entail?

As a Research Fellow, your main duties will include:

- Designing, planning and conducting a programme of investigation, in consultation with Dr Josie South;
- Generating independent and original research ideas and methods in freshwater invasion ecology with an aim to extend the South Aquatic Interaction Lab's research portfolio;
- Making a significant contribution to the dissemination of research results by publication in leading peer-reviewed journals, and by presentation at national and international meetings;
- Working independently and as part of a larger team of researchers, both internally and externally, to develop new research links and collaborations and engage in knowledge transfer activities where appropriate;
- Contributing to the supervision of junior researchers and PhD students and acting as a mentor to less experienced colleagues;
- Evaluating methods and techniques used and results obtained by other researchers and relating such evaluations to your own research;
- To contribute to, and to encourage, a safe working environment;
- This post will involve wild capture of fish and crayfish as well as maintenance of animals in the aquatics laboratory.



These duties provide a framework for the role and should not be regarded as a definitive list. Other reasonable duties may be required consistent with the grade of the post.

## What will you bring to the role?

As a Research Fellow, you will have:

- A PhD (or close to completion) in Invasion Ecology or Fish Ecology or a closely allied discipline;
- Experience in aquatic fieldwork, fish handling, modelling, handling complex datasets, maintaining international working relationships, designing and performing lab and field campaigns in freshwater systems;
- Excellent knowledge of eco-evolutionary dynamics, invasion ecology, and freshwater climate change;
- The ability to design, execute and write up research independently;
- A developing track record of peer reviewed publications in international journals;
- Excellent communication skills, both written and verbal, and the ability to communicate your research at national and international conferences;
- Good time management and planning skills, with the ability to meet tight deadlines;
- A proven ability to work well both independently and as part of a team;
- Ability to work accurately and carefully;
- A strong commitment to your own continuous professional development.

You may also have:

- Experience in stable isotope analysis, eco-physiology, modelling time series datasets, behavioural analysis, large scale experimental design, international fieldwork;
- Evidence of pursuing external funding to support research.

## How to apply

You can apply for this role online; more guidance can be found on our [How to Apply](#) information page. Applications should be submitted by **23.59** (UK time) on the advertised closing date.





Your application should include:

- A supporting statement providing evidence to support each requirement listed on the 'What will you bring to the role' section of the Candidate Brief (no more than two sides of A4, minimum font size 11);
- An academic curriculum vitae, including a list of your publications;
- Two academic references.

## Contact information

To explore the post further or for any queries you may have, please contact:

[Dr Josie South](#), Assistant Professor in Ecology

Email: [j.south@leeds.ac.uk](mailto:j.south@leeds.ac.uk)

*Please note: If you are not a British or Irish citizen, you will require permission to work in the UK. This will normally be in the form of a visa but, if you are an EEA/Swiss citizen, this may be your status under the EU Settlement Scheme.*

## Additional information

Find out more about the [Faculty of Biological Sciences](#) and the [School of Biology](#)

At the University of Leeds, we are committed to providing a culture of inclusion, respect and equity of opportunity that attracts, supports, and retains the best students and staff from all backgrounds and from across the world. Whatever role we recruit for we are always striving to increase the diversity of our community, which each individual helps enrich and cultivate. We particularly encourage applications from, but not limited to Black, Asian, people who belong to a minority ethnic community; people who identify as LGBT+; and disabled people. Candidates will always be selected based on merit and ability.

### Working at Leeds

We are a campus-based community and regular interaction with campus is an expectation of all roles in line with academic and service needs and the requirements of the role. We are also open to discussing flexible working arrangements. To find out



more about the benefits of working at the University and what it is like to live and work in the Leeds area visit our [Working at Leeds](#) information page.

### **Candidates with disabilities**

Information for candidates with disabilities, impairments or health conditions, including requesting alternative formats, can be found on our [Accessibility](#) information page or by getting in touch with us at [disclosure@leeds.ac.uk](mailto:disclosure@leeds.ac.uk).

### **Security checks**

Appointment to this post will be subject to appropriate security checks being carried out with your permission by a third party company.

## **Criminal record information**

### **Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975**

This post requires an enhanced criminal record check from the Disclosure and Barring Service (DBS), and any equivalent overseas authorities where relevant. The successful candidate will be required to give consent for the University to check their criminal record status. All applicants are required to make a self-declaration where applicable.

Any offer of appointment will be subject to the University being satisfied with the outcome of these checks, in accordance with our Criminal Records policy. You can find out more about required checks and declarations in our [Criminal Records](#) information page.

