



University of
St Andrews

Biology

Post-doctoral Research Fellow





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Introduction



“Our remarkable students and staff are the lifeblood of St Andrews. It is their energy, vision and momentum [we] aim to support, to free them to use knowledge, ideas, and potential for the benefit of all.” The Principal, Professor Sally Mapstone

Founded in 1413, the University of St Andrews is Scotland’s first university and one of the oldest in the English-speaking world. With more than 600 years of academic excellence, we are proud of our reputation as a world-class centre for learning, teaching, and research.

St Andrews is a close-knit, international community set in a beautiful historic town on Scotland’s east coast. Our students and staff come from over 140 countries, creating a diverse and globally minded environment. We strive to create an inclusive culture in which all can flourish, and the University has attained several diversity awards, including those related to race and gender equality, and support for carers, which demonstrate our commitment to this ambition. The University is consistently ranked among the UK’s top institutions for student satisfaction, research quality, and teaching excellence.

We are a research-intensive university where creativity, collaboration, and critical inquiry are at the heart of everything we do. Whether you are joining us in an academic, professional, or support role, you will be part of a team committed to delivering outstanding education and making a meaningful contribution to society.

For those looking to be part of a university with deep-rooted heritage, a global outlook, and a forward-thinking approach, we invite you to consider joining our community at the University of St Andrews.



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Biology

The appointee will be situated within the Centre for Biological Diversity (CBD), one of three thriving centres in St Andrews' School of Biology. The School comprises approximately 60 principal investigators, and the Centre for Biological Diversity comprises a vibrant, internationally-recognised community of researchers working in evolutionary biology, animal behaviour, genetics, and ecology. Specific research foci range from evolutionary theory, bioacoustics, macroecology, quantitative genetics, bioinformatics, genomics, animal cognition, sexual selection, and speciation, so the role will be embedded within a dynamic multi-disciplinary group. Weekly seminars and weekly informal discussion groups are a mainstay of the Centre, attended by undergraduate and postgraduate students, post-doctoral researchers, and PIs alike.

The appointee will join the Bailey research group, currently comprising undergraduate research students, PhD students, and a postdoc. They will be a fully integrated participant in the group, attending weekly lab meetings and any other related events, and will be physically situated with desk and laboratory space in the CBD premises at the Harold Mitchell Building in St Andrews. The latter includes a well-provisioned wet lab for molecular work plus a custom RNA extraction and handling laboratory; in addition there are extensive controlled-temperature rearing facilities for laboratory stock crickets and facilities for microscopy, imaging, and bioacoustical and behavioural analyses. Bioinformatics provision is through a large, multi-user HPC facility. Additional opportunities included a funded, 2-month secondment to Schmitt's laboratory at the University of Würzburg.





Job Description

Reporting to:	Professor Nathan Bailey
Location:	St Andrews
Job Family:	Academic Research
Working Hours:	36.25 hours per week
Salary:	Grade 6, £38,784 - £46,049 per annum
Reference Number:	AR3357CM
Start Date:	11 January 2027 or as soon as possible thereafter
Interview Date:	30 November 2026
Duration of post:	Fixed Term for 36 months

Main Purpose of the Role

Plan and conduct research activities within the project to meet deadlines and deliverables in collaboration with the PI and project team. This includes designing and undertaking experiments, analysing results, disseminating results at conferences, and writing and submitting manuscripts for publication.



Key Responsibilities

1. Plan and conduct own research activities within the project to meet deadlines and deliverables. This includes:
 - i. Fieldwork in Asia and Australia
 - ii. Behavioural and pheromone phenotyping of crickets
 - iii. Genetic association mapping crosses and analyses
 - iv. Genome assembly and annotation on a high-performance computing cluster
 - v. Comparative genomic analyses
 - vi. RNAi knockdown experiments in crickets
2. Understand and convey material of a specialist or highly technical nature to the team and, where applicable, the funding body/sponsor through presentations, discussions and progress reports.
3. Write up research work for publication in peer-reviewed journals (as principal or co-author).
4. Write and present research papers (and, where applicable, posters) at conferences, seminars and workshops.
5. Engage in networking activities to make internal and external contacts, to develop knowledge and to form relationships for future research collaboration.
6. Participation in outreach via press releases, social media, blogs and talks at public events.
7. Develop specialist knowledge in the research area to deal with problems affecting the achievement of research objectives and deadlines, devising solutions to unexpected challenges in collaboration with the PI.
8. Plan and manage own administrative activities.
9. Contribute to the organisation of seminars, workshops and conferences.
10. Proactively engage with other members of the research group and engage with the research environment within the School.



Key Responsibilities

- 11. Supervise and provide support and guidance to research team members and assigned project student(s) as appropriate.
- 11. Undertake a modest amount of teaching or demonstrating (e.g. an occasional guest lecture) if allowable by the funder.
- 11. Use initiative and creativity to identify areas for research, develop new research methods and extend the research portfolio.
- 12. Identify potential sources of funding and write or contribute to research proposals and grant applications to external bodies if allowable by the funder.
- 13. Ensure compliance with all legal and regulatory requirements including equality and diversity, data protection, copyright and licensing, security, financial, health and safety and other University policies, procedures and codes as appropriate.

Special Requirements

This position may involve some international travel to attend meetings/work with collaborators in Thailand and Australia (fieldwork) and other international destinations for conferences

Some evening or weekend work may be required to run/monitor time sensitive experiments.



Person Specification

Attributes	Essential	Desirable	Means of Assessment (i.e. application form, interview, test, presentation etc.)
Education & Qualifications (<i>technical, professional, academic qualifications and training required</i>)	Good first degree in a relevant subject Hold or be close to submission of PhD in evolutionary biology, genomics, genetics or other relevant subject		Application/certificates
Experience & Knowledge (<i>examples of specific experience and knowledge sought</i>)	Experience of applying relevant analytical skills, techniques and methods including: Bioinformatics using next-generation sequencing data Familiarity with collection and analysis of behavioural data relevant to mate choice, sexual selection, or reproductive isolation	Knowledge of one or more of: Speciation and sexual selection literature Experience with bioinformatic analyses of next-generation sequencing data to answer questions in evolution, population genetics, phylogenomics, or transcriptomics	Application/Interview/Presentation



Person Specification

Attributes	Essential	Desirable	Means of Assessment (i.e. application form, interview, test, presentation etc.)
Experience & Knowledge <i>(examples of specific experience and knowledge sought)</i>	Wet lab experience of functional validation procedures in insects, e.g. RNAi, CRISPR Developing research track record commensurate with stage in career	QTL mapping/GWAS Demonstrate clear potential for high quality research publications	Application/Interview/Presentation
Competencies & Skills <i>(e.g. effective communication skills, initiative, flexibility, leadership etc)</i>	Effective communicator (orally and in writing) Ability to write and submit manuscripts to peer-reviewed journals Well-developed presentation skills including ability to communicate complex, theoretical and technical material	Impact and engagement evidence of disseminating research to constituencies beyond the academic community	Application/Interview/Presentation/References



Person Specification

Attributes	Essential	Desirable	Means of Assessment (i.e. application form, interview, test, presentation etc.)
Competencies & Skills (e.g. <i>effective communication skills, initiative, flexibility, leadership etc</i>)	Collegiality/willingness to work in a collaborative environment Ability to work autonomously and to be proactive in identifying and resolving issues Administrative and IT skills appropriate for the efficient and effective delivery of research. Well-developed time management skills with the ability to meet deadlines		Application/Interview/Presentation/References
Other Attributes/Abilities (if applicable)	Evidence of keeping up to date with new developments in relevant knowledge and techniques.	Evidence of participation in relevant academic and professional associations/bodies and external research networks.	Application/Interview



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Benefits

St Andrews offers more than just a place to work—it is a place to belong. We value collegiality, inclusion, and wellbeing, and we are committed to creating a workplace where staff can thrive and perform at their best.

In addition to the salary on offer for this position, there are a wide range of benefits for staff working at the University of St Andrews. The package for the Post-doctoral Research Fellow role includes:

- Financial contribution to relocation (subject to eligibility)
- Membership of the USS Pension Scheme with a generous employer contribution of 14.5%
- A hybrid working environment, including partial homeworking where appropriate and a range of family friendly policies, supporting work-life balance
- Staff discount scheme for local and national goods and services
- Free staff parking, employee Carshare and Cycle to Work Schemes and subsidised local bus travel
- Subsidised sports membership, reduced tuition fees on degree programmes for staff, access to training and development opportunities including LinkedIn Learning, access to library facilities, salary sacrifice scheme
- 34 Days Annual Leave plus 5 Public Holidays



How to Apply



We are committed to creating an accessible, fair and inclusive recruitment process for all candidates. If you require reasonable adjustments or accommodations during the application or interview process then please let us know and we will be happy to discuss support with you.

We encourage applicants to apply online at www.vacancies.st-andrews.ac.uk/welcome.aspx

If you have difficulties in completing the online application form, then please call +44 (0)1334 461990 or contact vacancies@st-andrews.ac.uk to discuss available support.

Applications should consist of:

- Cover letter explaining your reasons for seeking, and qualifications for undertaking, the role
- CV
- Names and contacts of two referees
- A one-page research statement explaining (1) your general research interests and (2) a specific research project that you did in the past

For all applications, please quote ref: **AR3357CM**

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Equality, Diversity & Inclusion

At St Andrews, we see diversity as a strength and value the rich variety of backgrounds, identities and experiences of our staff, students and alumni. We are committed to making the University a beacon of inclusivity and creating an environment where everyone can flourish and realise their potential.

We will achieve this through an approach that empowers our whole community and involves a determined shift in culture. Inclusivity will inform all of our policies and practices. The Principal, Professor Sally Mapstone

Diverse is a core theme of the University Strategy, and alongside our People Strategy, outlines a number of actions we are taking to create an inclusive culture. Our objectives include raising awareness of diversity events, initiatives and support, strengthening support for staff networks, creating more opportunities for employees to engage in consultations and discussions, offering a diverse range of rewarding career pathways and ensuring a working environment which supports positive working practices and behaviours.

We commit to providing a high-quality staff experience which enables all our staff to contribute, thrive, and perform at their best. By joining us at the University of St Andrews, you are joining a community which values difference, being your authentic self, and where you can play an active role in ensuring an inclusive environment for all.





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St Andrews

A modern location surrounded with ancient history, St Andrews is a dynamic and friendly town found on the east coast of Scotland. Situated in the Kingdom of Fife, St Andrews has easy links to nearby commuter towns and transport links (including airports) to the nearby cities of Dundee (13 miles) and Edinburgh (c. 1 hour by train).

Beyond the lecture halls and labs, St Andrews is home to stunning, unspoilt beaches and fresh sea air. Take a peaceful stroll or an energising walk with friends along the iconic two-mile stretch of the West Sands. If you prefer the water, ride the waves at the East Sands or try sailing, sea kayaking and windsurfing. For breathtaking views, a walk to the end of the stone pier is an experience not to be missed.

St Andrews and the surrounding area is home to a wide range of restaurants and shops, while boasting an array of beautiful beaches. St Andrews is also the home of golf and there are seven local courses including the famous Old Course.

Fife is an area filled with history and culture. There are nearly 5,000 listed buildings and 50 conservation areas across the Kingdom, with some historic structures dating all the way back to the 12th century. St Andrews enjoys a microclimate and is typically much drier than western parts of the country.





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Further Information

This post will be primarily based in St Andrews.

Interviews will be held on 30 November 2026.

The University encourages all interested candidates to apply, and all applications received are assessed against the essential and desirable criteria listed in the further particulars. The successful candidate will have to demonstrate their right to work in the UK prior to commencing employment and where required, the University can support with visa sponsorship.

You are expected to uphold a duty of care towards colleagues, students, and communities, and to actively contribute to a safe, respectful, and inclusive environment. This includes responding appropriately to disclosures or reports of sexual misconduct, gender-based violence, bullying, harassment, or other concerns, in line with organisational policies, and signposting individuals to the appropriate departments.





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