IMPERIAL

Job Description

Grantham Institute Assistant Professor

Imperial College London, seeks an Assistant Professor to join the Grantham Institute – Climate Change and the Environment within the Faculty of Natural Sciences for the first 36 months, before formally transferring to a home Department in one of the College's Faculties for an open-ended position. This collaborative approach enables the postholder to be embedded in a unique multidisciplinary hub offering extensive opportunities for research impact through the institute's stakeholder networks, policy, comms and innovation expertise, while forging relationships within their home department.

We are Imperial – a world-leading university for science, technology, engineering, medicine and business (STEMB), where scientific imagination leads to world-changing impact.

As a global top ten university in London, we use science to try to understand more of the universe and improve the lives of more people in it. Across our nine campuses and throughout our Imperial Global network, our 22,000 students, 8,000 staff, and partners work together on scientific discovery, innovation and entrepreneurship. Their work navigates some of the world's toughest challenges in global health, climate change, AI, business leadership and more.

Founded in 1907, Imperial's future builds on a distinguished past, having pioneered penicillin, holography and fibre optics. Today, Imperial combines exceptional teaching, world-class facilities and a habit of interdisciplinary practice to unlock scientific imagination.

Imperial has four academic faculties – Engineering, Medicine, Natural Sciences and the Imperial Business School, as well as a significant number of Multidisciplinary research centres focusing on challenging world problems.

Imperial has a leadership model comprising the President, Professor Hugh Brady, , and the Provost and Deputy President, Professor Peter Haynes.

Please refer to further particulars for more information about Imperial.

1. The Post

Job Title:	Grantham Institute Assistant Professor
Department/Division	Grantham Institute - Climate Change and the Environment
Faculty:	Natural Sciences
Campus location:	South Kensington Campus
Job Family/Level:	Academic Job Family, Assistant Professor level
Accountable to:	Grantham Institute Co-Director, Professor Ralf Toumi
Responsible to:	Grantham Institute Co-Director, Professor Ralf Toumi
Key working relationship (Internal):	Grantham Institute staff, affiliates and students, university support services, collaborators from other Departments, Faculties, Institutes and Networks. Home department
Key working relationship (external):	Funders, collaborators
Working hours:	As reasonably necessary but normally not less than 35 hours per week
Contract type:	Full-time Open ended

2. Background of the post

Applications are invited for the post of **Assistant Professor,** to be based for the initial three years at the Grantham Institute – Climate Change and the Environment and then formally transferring to a home Department in one of the College's Faculties.

We are looking for a candidate to join a research institute dedicated to effective action on climate change and the environment, in a key collaboration with other College departments. The scope is very broad, within the area of climate, environment and clean technologies.

During the first three years, appointees will develop their own research programme. They will also be expected to contribute to delivering a programme of Grantham Institute activity related to their field, as agreed by the Institute and the home department. Examples of such activities in the past have included:

- A Masters course on Climate Change, Management and Finance as a joint venture with the Imperial Business School;
- An enhanced programme of public engagement centred around Ocean Plastics;
- The creation of a successful online Undergraduate module, Science and Solutions for a Changing Planet as part of the College I-Explore programme;
- A new Masters course on cleantech innovation as a joint venture with the Dyson School of Design Engineering;
- The coordination and leading of greater cross-College discussions and planning to drive activities around climate change and health.

The appointees are expected to broaden the College's research capabilities, complementing our existing strengths. They will build on a successful programme of engagement and development at

the Institute, working to inform decision-making in business and policy, and drive forward research and collaborations across the areas of climate and environmental change. Such engagement will be achieved through working closely with the Director of Policy and Translation and the Communications Team at the Institute.

The post holders will contribute to the academic mission of Imperial College London to deliver world class scholarship, education and research. In addition, the post holder will be required to contribute to administration within the Institute and Department.

These positions represent a significant investment in climate change and environment research, aligning with the College Strategy: Science for Humanity.

Details of Imperial College London are in the further particulars at the end of this job description.

3. Information about the Faculty of Natural Sciences

We are Imperial's world-changing natural sciences faculty, where scientific imagination reveals our world and shapes its future.

The Faculty of Natural Sciences enjoys an outstanding reputation for high-quality research and education. Employing over 1,200 staff, with approximately 4,600 students and with a research income in excess of £70 million, it is home to the departments of Chemistry, Mathematics, Physics, Life Sciences, as well as the Centre for Environmental Policy and the Grantham Institute – Climate Change and the Environment.

Imperial offers significant opportunities for cross-disciplinary collaborations and, in pursuing a truly multidisciplinary approach, the Faculty addresses some of the world's most challenging problems. Research and education take place in a diverse and stimulating academic environment, located across three campuses: South Kensington (central London), White City (west London) and Silwood Park (near Ascot in Berkshire).

The Faculty is led by the Dean, Professor Richard Craster, and is committed to continuing to attract and develop the highest quality students and staff for its successful undergraduate and postgraduate courses. The Faculty's academics are highly regarded for their commitment to research-led learning and teaching and the volume and quality of their research. Cross-Imperial interdisciplinary and inter-Faculty activities flourish, and enormous mutual benefit is gained from national and international alliances and collaborations with industry and with other institutions and organisations.

Further information about the Faculty's structure and activities can be found on Faculty of Natural Sciences website.

4. The Faculty of Engineering

The Faculty of Engineering is led by the Dean, Professor Omar Matar. The Faculty seeks to provide international leadership in engineering research and education and is widely recognised as a world leading engineering school. Its departments consistently excel in prominent league table rankings, as does Imperial as a whole.

The Faculty is unique in the UK in supporting world-class education and fundamental research across the full range of engineering disciplines. All ten of its academic departments are located on our London

campuses, giving a concentration of talent that creates a stimulating and vibrant research culture which promotes multidisciplinary collaborations and attracts internationally leading researchers and scholars. These departments deliver an outstanding education in engineering in order that graduates possess the skills, knowledge and attitudes necessary to become international leaders in engineering industry and academia. They bring together cutting-edge researchers, exceptional teachers and state-of-the-art facilities in inspiring physical and virtual environments. Students at Imperial will meet, work and live with people studying every aspect of engineering.

The Faculty is home to 1,746 staff (421 academics, 828 researchers and 496 support staff) and 7,929 students (of whom around 1,700 are research students). It is a powerhouse in research across the engineering sciences, with research funding in excess of £100m per year.

The Faculty of Engineering is based at the South Kensington and White City campuses and comprises ten Departments covering all aspects of Engineering: Aeronautics, Bioengineering, Chemical Engineering, Civil and Environmental Engineering, Computing, Dyson School of Design Engineering, Earth Science and Engineering, Electrical and Electronic Engineering, Materials and Mechanical Engineering.

5. The Imperial Business School

Imperial Business School, is led by the Dean, Professor Peter Todd. It is a Faculty of Imperial College London, educates students through a diverse range of MBA, MSc, undergraduate and PhD programmes. Committed to excellence, it was ranked in the top three Business Schools by the latest UK government's Research Excellence Framework (REF). It is amongst just one per cent of business schools worldwide to have been accredited by the three largest, and most influential, business school accreditation associations: AASCB, AMBA and European Quality Improvement System. It was also one of the first business schools to receive a department level Bronze Athena SWAN award from the Equality Challenge Unit (ECU), in recognition of its commitment to tackling gender inequality in higher education.

Imperial Business School has grown substantially in recent years, with major investment by Imperial. The Business School has six core academic areas: analytics & operations management, economics & public policy, finance, innovation & entrepreneurs hip, marketing and strategy & organisational behaviour. There are also nine multidisciplinary research centres and one research studio.

6. The Faculty of Medicine

The Faculty of Medicine is led by the Dean, Professor Deborah Ashby. It is a world-leading medical faculty, where scientific imagination leads to biomedical discovery and clinical progress for the benefit of patients everywhere.

The Faculty was established in 1997, bringing together major West London medical schools into one world-class institution. It maintains close links with a number of NHS Trusts with whom it collaborates in teaching and research activities.

The Faculty is spread across several West London campuses, including South Kensington and the following hospital sites: Charing Cross, Chelsea and Westminster, Hammersmith, Northwick Park, Royal Brompton and St Mary's. The White City Campus (where the Faculty will also have a significant presence) is Imperial's major new campus in west London, bringing together world-class researchers, businesses and partners

from academia to work, share ideas and turn cutting-edge research into benefits for society. Although on several sites, its academic departments function as one Faculty, fully integrated within the Imperial.

The Faculty comprises eight academic departments: Surgery and Cancer, School of Public Health, National Heart and Lung Institute, Institute of Clinical Sciences, Infectious Disease, Immunology and Inflammation, Brain Sciences and Metabolism, Digestion and Reproduction. The Faculty also hosts the cross-Faculty Institute of Global Health Innovation.

7. The Grantham Institute - Climate Change and the Environment

The Grantham Institute sits at the heart of Imperial College London's work on climate and the environment. We drive forward discovery, convert innovations into applications, train future leaders and communicate academic knowledge to businesses, industry and policymakers to help shape their decisions. The Grantham Institute has a mission to contribute to, and lead on, world-class research, training and innovation towards effective action on climate change and the environment. Our vision is that of a sustainable, resilient, zero-carbon future.

7.1 Staffing and size of the Department

The Grantham Institute is made up of 55 staff members, including academic and research staff, policy and innovation experts, a communications team, professional staff and interns. The post holder will take a leadership role and may participate in the line management of researchers within the Grantham Institute, as agreed with the Institute Director, and the home department.

7.2 Research

Climate change driven by human activity, and environmental issues more widely, represent fundamental challenges to our society and natural systems in the decades ahead. The changes will impact on water, energy and food security, health, economic development and human security, as well as land and marine ecosystems and biodiversity. Understanding the Earth system, comprehending human impacts and dependencies on the wider environment, informing and enabling environmentally effective responses including climate policy, natural resource management and business strategies, and supporting innovation, will be key.

Such work, requiring interdisciplinary advances in research, skills, innovation and knowledge exchange, in particular at the interfaces of Engineering, Science, Medicine, and Business, can only be undertaken in universities, where the disciplinary ingredients reside.

Since its inception, the Grantham Institute at Imperial College London has pursued a mission to advance climate and environment-related research through interdisciplinary collaboration and real-world impact. This means combining academic excellence with a commitment to translating research into practice and communicating knowledge that informs decisions across business, policy and the third sector. The Institute supports this mission through fostering new collaborations and networks, linking the world-leading expertise across the College to stakeholder groups in a variety of sectors. This knowledge exchange is facilitated through a programme of engagement activities, including: policy and media outputs, including briefings and consultation responses – providing insights and commentary on key climate change and environment issues, underpinned by expert research; Collaborative publications – joining with strategic partners to increase the impact of research, usually based on novel findings developed specifically for the work; and high-profile events and workshops – bringing together stakeholders to tackle climate

and environment challenges, helping ensure future research meets their needs and state-of-the-art findings are accessible to shape decision-making today.

The Institute adapts its engagement priorities according to the needs of its stakeholders and in response to new research developments that have the ability to inform decision-making in a variety of sectors.

As a vibrant forum for interdisciplinary research and knowledge exchange within and outside the College, the Institute is catalysing and developing the science, skills, outputs, resources and relationships necessary for the College to play a major role in UK and international efforts to address climate and environmental risks and opportunities in the 21st Century.

More information on the Institute's work and publications can be found on its website: www.imperial.ac.uk/grantham.

7.3 Innovation

Undaunted – a partnership between Imperial College London and the Royal Institution – is the innovation arm of the Grantham Institute and powers early-stage climate innovation across London, the UK and beyond.

Undaunted radically increases the speed with which practical solutions to tackle the climate crisis are created and implemented, in the UK and internationally. It brings businesses, entrepreneurs, policy makers, academics and the public together around climate change innovation, creating a focus for London-based innovators to implement global change through pioneering, practical solutions. It provides an essential opportunity to harness the ingenuity, energy and support of people who are committed to tackling climate change and transforming the global economy.

Support is provided across four stages : building a pipeline through creating new routes into climate innovation such as our MSc in Cleantech Innovation; incubating innovators with our flagship 12-month accelerator The Greenhouse, which provides mentoring, best practice for funding applications, brokerage and scale-up support and introductions to peers, industry experts and early-stage investors for start-ups; bridging the gap with programmes which support talented startups to scale into sustainable and profitable businesses with positive long-term impact; and finally nurturing the ecosystem through supporting a thriving community of 165+ climate startup alumni, and building both a UK and global network of accelerators. The aim is to accelerate that step-change and place the UK at the centre of international efforts to tackle the climate crisis.

7.4 Education

The post holder will be expected to undertake the supervision of PhD candidates and contribute to postgraduate education within Imperial College.

In collaboration with the Business School, the Institute runs the hugely successful MSc in Climate Change, Management and Finance. This one-year programme gives graduates the interdisciplinary skills required in business on issues relating to climate change and sustainability.

In partnership with the Dyson School of Design Engineering, the MSc in Cleantech Innovation aims to educate and train entrepreneurial students to develop technological solutions to particular problems of unsustainability within specific challenge themes, including transportation, food, water and net zero emissions.

The Grantham Institute delivers the MSc in Sustainable Energy Futures. Students on this course explore global energy issues, sustainable energy technologies, and their interactions with economics, the environment and policy, equipping them with skills needed to join the next generation of leaders in the energy sector.

The Grantham Institute leads a PhD training programme, acting to foster collaboration in earth and environmental sciences research within and beyond the college. This cohort workis on a broad range of research topics related to the environment. Students are based in Imperial's departments where they gain the depth of knowledge in particular disciplines but are exposed to the breadth of environmental change issues though participating in the Grantham Institute's training programmes and other activities.

The Grantham Institute also runs the Science and Solutions for a Changing Planet module, part of the College's I-Explore programme, which offers undergraduate students for-credit modules outside of their primary discipline. The post holder may also contribute to this or other education programmes such as professional development programmes with the Imperial Institute of Extended Learning.

7.5 Relationship with other departments and faculties

The post holder will be expected to promote inter-Departmental research and teaching opportunities with the Grantham Institute, across the other College Faculties, in addition to working collaboratively with the Schools of Convergence Science and other College initiatives such as Sustainable Imperial.

After an initial three-year period at the Grantham Institute, the postholder will transfer to a home department in one of the College's Faculties.

8. The Post – Key Result Areas, Main Duties and Responsibilities

8.1 Research

- To develop a broad range of research within department.
- To direct, lead, or contribute to a research area at the highest scientifically rigorous levels.
- To supervise, train and mentor research staff and students at the highest scientifically rigorous levels.
- To obtain funds and research grants and to encourage and guide junior research staff to do the same.
- To manage research projects.
- To write reports for research sponsors and to take part in Audit.
- To publish high quality research in peer reviewed journals.
- To attend and present work at national and international conferences.
- To develop contacts with other research organisations, both academic and commercial.
- To collaborate with and strengthen links with colleagues within the Faculty of Natural Sciences across all departments and contribute to the work of the Faculty and wider university.
- To play a role in the national and international research community and learned societies.

- To attend and contribute to research and administrative meetings within the Department as and when requested.
- To foster scientific collaborations through organising, attending and contributing to multidisciplinary meetings, within the Department and with other appropriate parties at Imperial.

8.2 Education - Teaching and Training

- To teach and examine courses at all levels – undergraduate, masters and higher research degrees – through lectures, seminars, tutorials, course work and personal supervision.
- To plan and review own approach to teaching.
- To act as a coach and role model through excellent practice and mentoring of colleagues.
- To supervise PhD candidates.
- To provide pastoral support for students.
- To contribute to curriculum development.
- To take a leading role in, or contribute to, the development of teaching and teaching methods and assessment.
- To contribute to the enhancement of quality teaching within the field.
- To act as an external examiner for postgraduate students.
- To work with national bodies on curriculum development and quality assurance.

8.3 Strategy and Business Planning

- To participate in the business planning and objective setting process for the academic team and the departments
- To make a significant contribution to building and establishing links between the appropriate departments and colleagues in other parts of Faculty and wider Imperial.
- To play an active part in the strategic planning of financial, staff and research resources.
- To represent the Department, Faculty and Imperial at external meetings, as appropriate.

8.4 Leadership and Team Working

- To demonstrate excellent leadership skills with regard to individual performance, academic teams, the department, Faculty, Imperial, and when participating in national/international initiatives.
- To work collaboratively with all members of the multi-disciplinary team and wider university as required.
- To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties.
- To adhere to Imperial's guidelines on leave including reporting absence.

8.5 Management and Administrative duties

- To play a supportive role in unit administration, as appropriate.
- To undertake appropriate administrative tasks in support of the department's teaching and research activities.
- To attend relevant academic or management committees.
- To comply with Imperial and departmental policies.

- To undertake other appropriate administrative duties commensurate with the grade of the post.

8.6 Staff Management

- To take responsibility for the appointment, management and development of Imperial staff, in line with university's policies and procedures.
- To participate in team objective setting as part of the annual job planning cycle.
- To be responsible for the annual review conversation (ARC) with staff who report to the post holder.

9. Annual Review Conversation (ARC) and Mentoring

Annual Review Conversation (ARC)

The Annual Review Conversation (ARC) is an opportunity for staff to have a discussion with their line manager, focusing on everything they need to thrive at work. Building on regular one-to-one meetings, ARC aims to recognise ongoing contributions and plan for the future based on individual and departmental needs and aspirations. Staff are required to participate in these schemes when requested to do so by the Dean of the Faculty or Heads of Departments. ARCs are conducted annually, in conjunction with the line manager.

Mentoring

Imperial will provide a mentor to the appointee through our Mentoring at Imperial scheme.

Mentoring at Imperial | Administration and support services | Imperial College London

Imperial's mentoring scheme, available to all our job families and Faculties, is a widely used development tool that enhances effectiveness, confidence, and career advancement. Mentoring is based on a trusting, mutually respectful relationship where one colleague supports another's development with their expertise and knowledge. Most mentoring occurs between senior and junior colleagues, although peer mentoring is also possible. Through confidential one-to-one conversations, mentees are encouraged and challenged to achieve their potential and aspirations.

10. Workplace Environment and Inclusivity

The post holder will have office facilities, and access to administrative support at South Kensington campus.

All members of our community are expected to follow the Imperial Values & Behaviours framework. Our values are:

- Respect
- Collaboration
- Excellence
- Integrity
- Innovation

Employees are also required to comply with all Imperial policies and regulations paying special attention to:

- Overseas working
- External interests
- Smoke-free policy
- Probation periods

All employees must undertake specific training and assume responsibility for safety-relevant to specific roles, as set out on Imperial's Website Health and Safety Structure and Responsibilities page.

Imperial is a proud signatory to the San Francisco Declaration on Research Assessment (DORA), which means that in hiring and promotion decisions, we evaluate applicants on the quality of their work, not the journal impact factor where it is published. For more information, see Initiatives and resources on responsible metrics | Research | Imperial College London

Imperial believes that the use of animals in research is vital to improve human and animal health and welfare. Animals may only be used in research programmes where their use is shown to be necessary for developing new treatments and making medical advances. Imperial is committed to ensuring that, in cases where this research is deemed essential, all animals in the our care are treated with full respect, and that all staff involved with this work show due consideration at every level: Find out more about animal research at Imperial

Culture and inclusion

Our values are not just a statement on our webpage, they are the fuel behind our commitment towards equality of opportunity, to eliminating discrimination and to creating an inclusive working environment for all.

We therefore encourage candidates to apply irrespective of age, disability, marriage or civil partnership status, pregnancy or maternity, race, religion and belief, gender reassignment, sex, or sexual orientation.

Imperial has a Race Equality Charter action plan in place after receiving the bronze award in November 2021. We are also a Disability Confident Leader and Stonewall Diversity Champion.

All staff members are encouraged to engage with our staff networks, including:

- Imperial As One for Black, Asian and Minority Ethnic staff and allies
- Able@Imperial for staff with disabilities and allies
- Imperial Pride Network for LGBTQ+ staff and allies

Our other networks include the Black Postdoctoral Network and Parents and Carers' network.

Imperial has family leave policies which are available to staff irrespective of gender identity, sexual orientation, gender expression, biological sex, or transitioning. There is also a flexible working policy.

The Inclusion Team provides advice, guidance and training for all staff to raise awareness of equality, diversity and inclusion, with senior leadership support (including that of the Associate Provosts for EDI).

11. Person Specification

Applicants will be assessed against the following person specifications, taking into account the level of the position for which they are applying:

E – Essential: Requirements without which the job could not be done.
D – Desirable: Requirements that would enable the candidate to perform the job well.

Requirements – Assistant Professor	Essential (E) and Desirable (D)
Education	
PhD in either Climate, Environment, Cleantech, Environmental Engineering, Environmental Economics, Environment and Healthor related field or equivalent	E
Knowledge and Experience	
A developing national and international reputation and expertise in the field of climate change and the environment, or cleantech	E
Evidence of contribution to the development and performance of colleagues through coaching and mentoring	D
Experience of preparing grant applications for submission	D
A portfolio of research publications, confirming international standing (commensurate with career stage)	E
Experience of training Undergraduate and Postgraduate students	D
Experience of supervision of higher degrees (PhD)	D
Evidence of a developing research profile and clear future research plans that have the potential to contribute to and strengthen the Department's research priorities and strategic objectives	E
Skills and Abilities	
Ability to communicate well, conveying ideas and concepts clearly and effectively	E
A high level of analytical capability	E
Ability to develop skills in leading, motivating, developing and managing the performance of colleagues	E
Good leadership skills	E
Ability to work under pressure	E
Good organisational and management skills	E
Ability to work within a multidisciplinary team	E
Collaborative and able to build and sustain effective working relationships, both internally and externally	E

Personal attributes	Essential (E) and Desirable (D)
A willingness to undertake any necessary training and development activities for the role	E
The understanding and vision required to contribute to the setting and delivery of strategic goals.	E
A willingness to engage in collaborative research	E
A commitment to high quality teaching and fostering a positive learning environment for students	E
A commitment to work as part of a team in assisting the smooth running of the Group and its research and teaching programmes	E
A personal commitment to Imperial's vision and values, including high quality teaching and research.	E
Supportive and tolerant	E
A willingness to undertake any necessary training and development activities for the role	E

12. Salary and Conditions of Service

A full set of terms and conditions will be given to the successful candidate, together with the Imperial's most important policies, which affect staff. The principal terms and conditions are as follow:

Assistant Professor

The post will be at the **Assistant Professor level** of the **Academic Job Family** and the associated salary range is available at: https://www.imperial.ac.uk/human-resources/pay-and-pensions/salaries/academic/

Incremental progression and any performance payments will be in accordance with procedures governing Assistant Professor level in the Academic Job Family. Annual increment date is 1 October up to the maximum of the standard salary scale. For those starting between 2 April – 30 September, subject to satisfactory performance, the fist increment will be on the first of the month after six months in post.

Annual cost of living increases will be determined by Imperial through its local collective bargaining machinery.

Total Remuneration Package

Our Total Remuneration Package (TRP) includes our sector-leading package of pay, pensions and recognition as well as our range of benefits.

A PhD studentship with consumables.

We have many initiatives to support staff in their personal life (flexible working, private health insurance, staff networks, support for staff, childcare and parents and carers' network.

Benefits to support an active lifestyle and health initiatives, such as the cycle to work scheme, and access to onsite leisure facilities.

The Grantham Institute provides a suite of personalised professional development training with an environment focus including on how to engage with the media, debating, environmental policy and research translation, green innovation and entrepreneurship.

Childcare

Our staff have access to the Early Years Education Centre (EYEC) which is the Imperial's 'Outstanding' Ofsted-rated nursery, located at the South Kensington Campus. We also have other affiliated nurseries located at other campuses.

Imperial offers support with EYEC fees in the form of a salary sacrifice scheme enabling parents to pay fees before tax and national insurance contributions are taken.

13. Applications

Our preferred method of application is online, on our website at the following link: Imperial Career's site (select "Job Search"). Please apply online, uploading any relevant supporting documents such as a cover letter, full CV, which should include:

- degrees (including universities and dates);
- past and present posts, list of publications;
- brief description of current and future research plans;
- teaching statement and evidence of teaching scores;
- information on research grants and contracts which have been obtained, student supervision, etc;
- information regarding public engagement undertaken with research activities. Examples include: participating in festivals, working with cultural venues; creating opportunities for the public to inform research; researchers and the public working together to inform policy; citizen researchers and web based experiments, public debates, etc.

All candidates will be contacted after the shortlisting is completed.