



**UNIVERSITY OF LINCOLN  
JOB DESCRIPTION**

<b>JOB TITLE</b>	Lecturer in Ecology and Conservation				
<b>DEPARTMENT</b>	Natural Sciences				
<b>LOCATION</b>	Lincoln Campuses				
<b>JOB NUMBER</b>	CHS334	<b>GRADE</b>	7	<b>DATE</b>	June 2026
<b>REPORTS TO</b>	Head of School				

**CONTEXT**

The School of Natural Sciences is looking to strengthen our current teaching and research provision as we look to deliver on the new University Strategy. We are building on an internationally recognised research and teaching environment with a focus on interdisciplinary working and research-led teaching. The School currently delivers a range of undergraduate BSc degrees including Animal Behaviour and Welfare, Biochemistry, Biology, Biomedical Science, Bioveterinary Science, Ecology and Conservation, and Zoology, as well as a number of MSc programmes.

Complementing our modern teaching laboratories we also have exceptional research facilities in the Joseph Banks Laboratories and Minster House, where faculty, graduate and undergraduate project students collaborate in a well-equipped, vibrant and exciting environment. Our ambitions require us to continue delivering excellent research-led teaching, with world-class research supported by significant external funding.

To help us achieve these ambitions, a 1-year, full-time lectureship is now available to support the delivery of teaching across our BSc Ecology and Conservation and related programmes at UG and PG level. We are specifically looking for a candidate capable of teaching conservation biology and contributing towards the teaching of undergraduate data skills using R. We would welcome candidates with expertise which aligns with and expands our existing research strengths in the Ecology and Evolution Research Group (<https://www.lincoln.ac.uk/natsci/lifesciencesresearch/ecologyandevolution/>). You will hold a PhD in the field of Conservation Biology, Ecology or a related subject, and have experience of teaching at undergraduate level.

The University of Lincoln is a forward-thinking, energetic institution, with a substantial commitment to growing science infrastructure. If you would like to be part of shaping our world-class vision and would like to know more about this opportunity, please email Professor Steve Bevan, Head of the School of Natural Sciences ([sbevan@lincoln.ac.uk](mailto:sbevan@lincoln.ac.uk)) or Dr Sheena Cotter ([scotter@lincoln.ac.uk](mailto:scotter@lincoln.ac.uk)) for more information or to arrange an informal conversation about the position.

The University of Lincoln is committed to equality, diversity and inclusion. We strive for a diverse workforce that supports employees in achieving their best and we are committed to creating an inclusive environment for all. The University encourages applications from individuals of diverse and underrepresented ethnic backgrounds, genders, LGBTQIA+ communities, faiths and beliefs, and candidates with disabilities, to enhance our One Community where we strive to be kind to and supportive of one another.

## **JOB PURPOSE**

### **General**

To work with colleagues on curriculum development and the advancement of relevant discipline areas within the university.

To deliver teaching over a range of modules within an established programme.

To undertake student tutoring and support.

To contribute to the research profile of the Department.

To carry out a limited number of additional activities in support of the academic work of the department.

**This is a fixed term position for 12 months to cover sabbatical leave.**

## KEY RESPONSIBILITIES

The responsibilities of a Lecturer are wide ranging and may change over time according to the development needs of the department and the individual. In general a Lecturer can expect to undertake any of the following:

### Teaching and Learning Support

- To engage in teaching on undergraduate and/or postgraduate level programmes as determined by the Head of Department. The range of teaching duties may change from time to time.
- Contribute to the design, content and delivery of specific areas of teaching and learning and to the quality of teaching delivered.
- Collaborate with colleagues in the continuous review and development of the Department's programmes.
- Take responsibility for the co-ordination of modules when appropriate to do so and after gaining sufficient relevant experience.
- Work in accordance with University policies and procedures to undertake assessment of students' work and give feedback.

### Research and Scholarly Activity

- Make a contribution to the research profile of the Department, School or College and pursue a personal research programme consistent with the Department's research priorities.
- Collaborate in research activities and initiatives with colleagues in and beyond the department if appropriate.
- Engage in subject professional and pedagogy research as required to support teaching activities.
- Ensure that outcomes of research and scholarly activity are appropriately disseminated in peer reviewed outlets.
- Have sufficient outputs to be returned in the REF at agreed minimum standards inclusive of complex circumstances, or at least demonstrate a clear and achievable plan to secure a return if an early career researcher.
- Apply for grant funding and manage, as appropriate, any grants which are secured.

### Liaison and Networking

- Establish contacts within the wider community where possible and begin to form relationships for future collaboration.
- Develop links with relevant professional bodies and academic groups.
- Develop involvement in academic activities with industry and other external partners.

- Take part in relevant internal committees and working groups.
- Liaise with subject librarians, central timetabling and other services to ensure resources available are appropriately deployed.

#### **Team Working**

- Work as a member of a team, collaborating on curriculum development and contributing to departmental meetings.
- Begin to co-ordinate the work of others when appropriate through taking responsibility for module co-ordination.

#### **Student Support**

- Act as academic tutor to students as allocated by the Head of Department and act as first line contact for them for advice and support on academic matters, ensuring that students are directed to relevant support services when necessary.
- Take part in the supervision of research degree students as appropriate.
- Supervise student projects and placements as appropriate.

#### **Citizenship**

- Contribute to the wider mission and reputation of the University with active involvement in activities contributing to general university life e.g. open days, student activities, alumni events, mentoring, personal tutoring and engagement with student support and delivery of outreach activities e.g. school visits, local community activities
- Active participation in committees/groups contributing to university life e.g. health and safety, equality diversity and inclusivity, sustainability and working groups
- Engage in appropriate training programmes in the University, actively follow and promote University policies and participation in the staff appraisal scheme and yearly Individual Research Plan (IRP)
- Contribution to the future development of the University and support the University's wider social, cultural and economic development of our region, our 'civic' mission with engagement and/or leadership of external partnerships contributing to the civic mission of the University. Participation in external activities such as volunteering, school governor, cultural activities, community activities

**In addition to the above, undertake such duties as may reasonably be requested and that are commensurate with the nature and grade of the post.**

## ADDITIONAL INFORMATION

<b>Key working relationships/networks</b>	
<b>Internal</b>	<b>External</b>
<ul style="list-style-type: none"><li>• Head of Department</li><li>• College Senior Academic Managers</li><li>• Departmental academic, administrative and technical staff</li><li>• Support Services Staff</li></ul>	<ul style="list-style-type: none"><li>• Relevant academic and professional groups</li><li>• Relevant national, regional and international networks</li><li>• External examiners</li></ul>



**UNIVERSITY OF LINCOLN  
PERSON SPECIFICATION**

UNIVERSITY OF  
LINCOLN

<b>JOB TITLE</b>	Lecturer	<b>JOB NUMBER</b>	CHS334
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<b>Selection Criteria</b>	<b>Essential (E) or Desirable (D)</b>	<b>Where Evidenced Application (A) Interview (I) Presentation (P) References (R)</b>
<b>Qualifications:</b>		
Relevant honours degree or equivalent	<b>E</b>	<b>A</b>
Working to or having completed a PhD in relevant discipline or equivalent demonstrated research record (normally by publication but where appropriate through professional achievement)	<b>E</b>	<b>A</b>
HE teaching qualification (HE PGCE or HEA fellowship) OR a commitment to complete one	<b>E</b>	<b>A</b>
<b>Experience:</b>		
Teaching in Higher Education	<b>D</b>	<b>A/I</b>
Curriculum development	<b>D</b>	<b>A/I</b>
Development and innovation of teaching and learning methods	<b>D</b>	<b>A/I</b>
Interdisciplinary work relevant to the Department	<b>D</b>	<b>A/I</b>
Proven record of outputs that would be returnable in the REF	<b>E</b>	<b>A/I</b>
<b>Skills and Knowledge:</b>		
Evidence of continuing professional development	<b>D</b>	<b>A/I</b>
Developing depth and breadth of subject understanding	<b>E</b>	<b>I</b>
Knowledge of Higher Education	<b>D</b>	<b>A/I</b>
Ability to develop excellent teaching and assessment skills across the range of taught levels offered	<b>E</b>	<b>A/I</b>
Ability to contribute to curriculum development	<b>E</b>	<b>A/I</b>
Ability to support students in their study through academic counselling	<b>E</b>	<b>A/I</b>
Ability to work on own initiative	<b>E</b>	<b>A/I</b>
<b>Competencies and Personal Attributes:</b>		
Enthusiasm	<b>E</b>	<b>I</b>
Commitment	<b>E</b>	<b>I</b>
Team working	<b>E</b>	<b>I</b>
Good interpersonal skills	<b>E</b>	<b>I</b>
Flexibility and adaptability	<b>E</b>	<b>I</b>

**Essential Requirements** are those, without which, a candidate would not be able to do the job. **Desirable Requirements** are those which would be useful for the post holder to possess and will be considered when more than one applicant meets the essential requirements.

<b>Author</b>	SB	<b>PBP</b>	LW
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