



## Job Details

<b>Job title:</b>	Assistant/Associate Professor in African and/or Caribbean Literature
<b>Vacancy reference:</b>	ENGL19-52
<b>Department:</b>	Department of English Studies
<b>Responsible to:</b>	Head of Department
<b>Grade:</b>	Grade 7, Grade 8 or Grade 9
<b>Salary Range:</b>	£33,797 - £59,135
<b>Working arrangements:</b>	The role is full time but we will consider requests for flexible working arrangements including potential job shares
<b>Open date:</b>	20 September 2019
<b>Closing date:</b>	29 November 2019 at 12pm midday
<b>Preferred start date:</b>	Successful candidates will ideally be in post by 01 September 2020

## Durham University

Durham University is one of the world's top universities, boasting a welcoming and vibrant international community. Durham is an exceptional place in which to base your career. Our strengths across the Arts and Humanities, Sciences and Social Sciences see us listed as a top 5 UK and top 100 University (QS World University Rankings 2019) with our students and our world leading academics sitting at the heart of delivering our ground-breaking work. As part of our ambitious strategy we are growing and we look forward to welcoming your application.

Applications are particularly welcome from women and black and minority ethnic candidates, who are under-represented in academic posts in the University. We are committed to equality: if for any reason you have taken a career break or periods of leave that may have impacted on your career path, such as maternity, adoption or parental leave, you may wish to disclose this in your application. The selection committee will recognise that this may have reduced the quantity of your research accordingly.

## The Department

The Department of English Studies at Durham University seeks to appoint an Assistant or Associate Professor in African and/or Caribbean Literature. We encourage all applicants who specialise with research and teaching interests in the broad field of African and/or Caribbean Literatures, as well as relevant interests in colonial, postcolonial and/or decolonial history and theory. Applications are particularly welcome from candidates with expertise in one or more of the following areas: anti-colonialism, ecology, transnational frameworks, critical and/or intersectional theories of race, war studies, visual culture, poetics.

This post offers an exciting opportunity to make a major contribution to the development of internationally excellent research and teaching while allowing you unrivalled opportunities to progress and embed your career in an exciting and progressive institution. For more information, please visit our Department pages at <https://www.dur.ac.uk/english.studies/>

## Assistant Professors at Durham

The University is committed to developing all of our colleagues to achieve their full potential. We promote and maintain an inclusive and supportive environment to ensure that all colleagues can thrive. Academic colleagues are supported to publish world-class research in their area of interest with a focus on quality in high impact journals, rather than quantity. We will fully support your research needs including practical, help such as resources to attend conferences and to fund research activity, as well as a generous research leave policy and a designated mentor. Sitting alongside world class research; teaching quality and innovation is critical to ensure a first class learning environment and curricula for all of our students. You will be supported to develop your teaching expertise and to engage in teaching innovation to embed our student experience.

All of our Assistant Professors are encouraged to focus on research and teaching but also to engage in wider citizenship to enhance their own development, to support their department and wider discipline, and to contribute to the wider student experience.

We are confident that our recruitment process allows us to attract and select the best international talent to Durham. We therefore offer a reduced probation period of 1 year for our Assistant Professors and thereafter, subject to satisfactory performance, you will be confirmed in post.

## Assistant/Associate Professor in African and/or Caribbean Literature

Applicants must demonstrate research excellence in the field of African and/or Caribbean, with the ability to teach our students to an exceptional standard and to engage fully in the services, citizenship and values of the University. The successful candidate will join and contribute to a department with existing expertise in African-American, Caribbean, South Asian, Australian, Irish and Scottish literatures. The University provides a working and teaching environment which is inclusive and welcoming and where everyone is treated fairly with dignity and respect. Candidates will be expected to demonstrate these key principles as part of the assessment process.

### Grade 7 and 8 Key responsibilities:

- To undertake original research leading to publications/outputs of world leading quality and international influence.
- To contribute to the quality of the research environment, both in the Department and in the wider University, and enhance and promote the Department's profile in the wider scholarly community.
- To contribute to undergraduate teaching at all levels and to the Taught MA programme in English Studies, as appropriate.
- To undertake assessment and examination of student work.
- To participate in the meetings of the Department and wider University, as appropriate, and undertake Departmental administrative tasks as required.
- To contribute to the University's world-class research culture, including its interdisciplinary Research Centres and Institutes.
- To assist, as appropriate, in the Department's work of engagement and impact with non-academic bodies.
- To pursue opportunities for professional development.
- Carry out such other duties as specified by the Head of Department.

## Grade 9 Key responsibilities:

- Pursue research that is world-leading in terms of originality, significance and rigour, commensurate with the Department's continuing emphasis on international excellence;
- To make a significant contribution to the development of successful research project/ fellowship proposals in pursuit of suitable national and international funding opportunities to support research and end-user engagement.
- Deliver excellent teaching offering lectures, seminars and tutorials at undergraduate and taught postgraduate levels. Contribute significantly to the development and delivery of high quality teaching, including the design of excellent learning environments and curricula.
- Contribute to enhancing the quality of the research environment in the Department, the wider University and beyond. Contribute to establishing and leading research groups within and beyond the University, and engaging in the mentoring of early career researchers;
- To attract and provide excellent supervision to research students, and to enhance the Department's commitment to its vibrant and international postgraduate culture.
- Contribute significantly to the administrative functioning and collegial environment of the Department and wider University, undertaking leadership activities which support the functioning of the Department and wider University.
- To fully engage in, champion and enhance the values of the Department;
- Carry out such other duties as specified by the Head of Department.

The successful candidate will have appropriate teaching experience and research interests in any aspect of the African and/or Caribbean literature. We particularly encourage potential applicants who are undertaking exciting, innovative research in one or more of the following areas: anti-colonialism, ecology, transnational frameworks, critical and/or intersectional theories of race, war studies, visual culture, poetics. We value an ability to contribute to the department's research environment including its wider, transhistorical research themes, and its societal impact. We also value the capacity to teach beyond your specialism, including in literary theory.

The successful candidate will be joining a Department that contributes to many interdisciplinary Research Centres and Institutes, including the Centre for Visual Arts and Culture, the Centre for Poetry and Poetics, the Centre for Modern Conflicts and Cultures, and the newly established

## Person Specification

Candidates applying for a grade 7 post will have recently completed or be concluding their PhD and, while they may have limited direct experience of the requirements for the post, they must outline their experience, skills and achievements to date which demonstrate that they meet or that they have the potential to achieve the essential criteria.

Candidates applying for a grade 8 or 9 post must meet all of the essential criteria.

## Research

Grade 7 and 8 - Candidates must have capacity for and be progressing towards the independent development of internationally excellent research that produces high quality outcomes, including some work that is recognised as world class.

Grade 9 - Candidates must demonstrate a major contribution to their research field with impact beyond their own institution with outputs consistently recognised as internationally excellent, with some outputs either being world class or the candidate having the potential to achieve world class.

## Essential Research Criteria – Grade 7

1. Qualifications - a good first degree and a PhD in English or a related subject (which for grade 7 candidates may be completed or under examination).
2. Outputs - experience, skills and/or achievements which demonstrate experience of or the potential to produce high quality outputs, some of which is recognised as world-class.  
*Candidates are asked to submit two research papers with their application (as outlined in the How to Apply section below). Candidates may additionally choose to submit evidence such as external peer review of their outputs.*
3. Personal Research Plan - evidence of a personal research plan which supports and enhances the Department's research strategy.

## Essential Research Criteria – Grade 8

1. Qualifications - a good first degree and a PhD in English or a related subject.
2. Outputs - evidence of high quality outputs, some of which is recognised as world-class.  
*Candidates are asked to submit two research papers with their application (as outlined in the How to Apply section below). Candidates may additionally choose to submit evidence such as external peer review of their outputs.*
3. Personal Research Plan - evidence of a personal research plan which supports and enhances the Department's research strategy.

## Essential Research Criteria – Grade 9

1. Qualifications - a good first degree and a PhD in English or a related subject.
2. Outputs - evidence of internationally excellent research outputs, some of which are evaluated as world class. *Candidates are asked to submit two research papers with their application (as outlined in the How to Apply section below). Candidates may additionally choose to submit evidence such as external peer review of their outputs.*
3. Personal Research Plan - evidence of a personal research plan which supports and enhances the Department's research strategy.

## Teaching

Grade 7 and 8 - Candidates must demonstrate the development and delivery of high quality teaching that contributes to providing a world class learning environment and curricula which enables students to achieve their potential.

Grade 9 - Candidates must make a significant contribution to the development and delivery of high-quality teaching with demonstrable contribution to the design of excellent learning environments and curricula that enables students to achieve their potential.

## Essential Teaching Criteria – Grade 7

1. Qualification - candidates must be or have the ability to attain the rank of Fellow of the Higher Education Academy (<https://www.heacademy.ac.uk/individuals/fellowship/fellow>), which is the national body that champions teaching excellence.
2. Quality - experience, skills and/or achievements that demonstrate experience of or the potential to deliver high quality teaching.
3. Innovation – experience, skills and/or achievements that demonstrate experience of or the potential to innovate in the design and delivery of high quality teaching or assessment of learning including lectures, small group learning and/or using technology or other techniques to enhance learning and/or assessment.
4. Strategic - experience, skills and/or achievements that demonstrate experience of or the potential to engage in the design of excellent teaching programmes which are research informed and led.

## Essential Teaching Criteria – Grade 8

1. Qualification - candidates must be or have the ability to attain the rank of Fellow of the Higher Education Academy (<https://www.heacademy.ac.uk/individuals/fellowship/fellow>), which is the national body that champions teaching excellence.
2. Quality - evidence of the development and delivery of high quality teaching.
3. Innovation – evidence of innovation in the design and delivery of high quality teaching or assessment of learning including lectures, small group learning and/or using technology or other techniques to enhance learning and/or assessment.
4. Strategic - evidence of strategic teaching development - engagement in the design of excellent teaching programmes which are research informed and led.

## Essential Teaching Criteria – Grade 9

1. Qualification - candidates must be or have the ability to attain the rank of Senior Fellow of the Higher Education Academy (<https://www.heacademy.ac.uk/individuals/fellowship/fellow>), which is the national body that champions teaching excellence.
2. Quality - making a significant contribution to the development and delivery of high-quality teaching at a nationally competitive level. *(Candidates may choose to provide student evaluation scores and/or peer reviews of teaching).*
3. Innovation – evidence of successful development of innovative teaching methods for the design / delivery of high quality teaching at a nationally competitive level including lectures, small group learning and/or using technology or other techniques to enhance learning and/or assessment.
4. Strategic - evidence of significant contribution to the creation of nationally excellent learning environments and teaching programmes that enable students to achieve their potential.

## Services, Citizenship and Values

Candidates must actively engage in the administrative requirements of the Department and positively contribute to fostering a collegial environment; as well as demonstrating their commitment to equality, diversity and inclusion.

## Essential Services, Citizenship and Values criteria – Grade 7

1. Collegial contribution – experience, skills and/or achievements that demonstrate experience of or the potential to participate in the collegial/administrative activities or an academic Department, Faculty or University. *(Candidates may choose to evidence departmental or University roles, mentoring activity, engagement with widening participation, involvement in equality and diversity initiatives and membership or engagement with external bodies).*
2. Leadership - experience, skills and/or achievements that demonstrate experience of or the potential to engage in activities that contribute to the administrative functioning of an academic Department, Faculty, University and/or discipline including leadership or responsibilities in an academic context. *(Candidates may choose to detail any leadership roles which they have undertaken, preferably in an academic context).*
3. Communication - candidates must have excellent oral and written communication skills with the ability to engage with a range of students and colleagues across a variety of forums.

## Essential Services, Citizenship and Values criteria – Grade 8

1. Collegial contribution – evidence of participation in the collegial/administrative activities of an academic Department, Faculty or University. *(Candidates may choose to evidence departmental or University roles, mentoring activity, engagement with widening participation, involvement in equality and diversity initiatives and membership or engagement with external bodies).*
2. Leadership - engagement in activities that contribute to the administrative functioning of an academic Department, Faculty, University and/or discipline including leadership or responsibilities in an academic context. *(Candidates may choose to detail any leadership roles which they have undertaken, preferably in an academic context).*
3. Communication - candidates must have excellent oral and written communication skills with the ability to engage with a range of students and colleagues across a variety of forums.

## Essential Services, Citizenship and Values criteria – Grade 9

1. Collegial contribution – a demonstrable contribution to the collegial work and environment of an academic Department and / or discipline. *(Candidates may choose to evidence departmental or University roles, mentoring activity, engagement with widening participation, involvement in equality and diversity initiatives and membership or engagement with external bodies).*
2. Leadership - evidence of leadership roles or a significant contribution to leadership activities that support the administrative functioning of an academic Department, Faculty or University and / or which support the development of the relevant discipline. *(Candidates may choose to detail any leadership roles which they have undertaken, preferably in an academic context).*
3. Communication - candidates must have excellent oral and written communication skills with the ability to engage with a range of students and colleagues across a variety of forums.

## Desirable Criteria – Grade 7

The desirable criteria for this post (for which candidates should provide evidence of some if not all criteria) are:

- A. Research Leadership - experience, skills and/or achievements that demonstrate experience of or the potential to contribute to the leadership of research groups and the mentoring of early career researchers. *(Candidates may choose to include information about research group leadership, mentoring of research colleagues, invitations to external events, engagement with international networks or projects).*
- B. PhD Supervision – experience, skills and/or achievements that demonstrate experience of or the potential to provide excellent supervision for PhD students.
- C. Research Impact - experience, skills and/or achievements that demonstrate experience of or the potential to evidence research impact beyond their institution.
- D. Income Generation - experience, skills and/or achievements that demonstrate experience of or the potential to develop successful research project proposals.

## Desirable Criteria – Grade 8

The desirable criteria for this post (for which candidates should provide evidence of some if not all criteria) are:

- A. Research Leadership - contribution to the leadership of research groups and the mentoring of early career researchers. *(Candidates may choose to include information about research group leadership, mentoring of research colleagues, invitations to external events, engagement with international networks or projects).*

- B. PhD Supervision – involvement in the provision of excellent supervision for PhD students.
- C. Research Impact - demonstrable evidence of the impact of the Candidate's research beyond their institution.
- D. Income Generation - evidence of engagement in the development of successful research project proposals.

### Desirable Criteria – Grade 9

The desirable criteria for this post (for which candidates should provide evidence of some if not all criteria) are:

- A. Research Leadership - significant contribution to establishing and leading research groups within and beyond the candidate's institution, a recognised contribution to the development of the relevant research field, and engagement in the mentoring of early career researchers. Significant contribution to the development of successful research project / fellowship proposals. (*Candidates may choose to include information about research group leadership, mentoring of research colleagues, invitations to external events, engagement with international networks or projects*).
- B. PhD Supervision – the successful recruitment and excellent supervision of PhD students.
- C. Research Impact - evidence of a significant contribution to the development of research that has a demonstrable impact beyond the Candidate's institution.
- D. Income Generation - significant contribution to the development of successful research project / fellowship proposals.

### Contact Information

#### Department contact for academic-related enquiries

Professor Alastair Renfrew, Head of Department

[alastair.renfrew2@durham.ac.uk](mailto:alastair.renfrew2@durham.ac.uk)

#### Contact information for technical difficulties when submitting your application

If you encounter technical difficulties when using the online application form, we prefer you send enquiries by email. Please send your name along with a brief description of the problem you're experiencing to [academic.recruitment@durham.ac.uk](mailto:academic.recruitment@durham.ac.uk)

Alternatively, you may call 0191 260 4420 from the UK, or +44 191 260 4420 from outside the UK. This number operates during the hours of 09.00 and 17.30 Monday to Thursday and 09.00 and 17.00 Friday, UK time. We will normally respond within one working day (Monday to Friday, excluding UK public holidays). This service is being provided by our partner, greenbean by NRG who will respond to your technical enquiry.

#### University contact for general queries about the recruitment process

Michele Groark, HR Administrator (Recruitment)

Faculty of Arts & Humanities

[michele.groark@durham.ac.uk](mailto:michele.groark@durham.ac.uk)

+44 (0) 191 334 6531

### How to Apply

We prefer to receive applications online. For this role we are working with our partner organisation greenbean by NRG and your application will initially be submitted to greenbean by NRG via our website.

Please note that in submitting your application, both Durham University and greenbean by NRG (working on behalf of the University) will be processing your data. We would ask you to consider the relevant University Privacy Statement <https://www.dur.ac.uk/ig/dp/privacy/pnjobapplicants/> and

the greenbean by NRG Privacy Statement <https://www.nrgplc.com/privacy-and-cookies/> which provide information on the collation, storing and use of data.

## What to Submit

All applicants are asked to submit:

1. A CV
2. A covering letter which details your experience, strengths and potential in the requirements set out above;
3. A personal research plan.
4. Two of your most significant pieces of research focused written work, all of which published or submitted since 2014.
5. A one-page summary outlining your ability to contribute to teaching in the Department.

Your work should be uploaded as PDFs as part of your application in our recruitment system. Please ensure that your PDFs are not larger than 2mb. Please note that your work may be read by colleagues from across the Department and evaluated against the current REF criteria;

Please save all application documents with your name and document type as PDF files.

***We will notify you on the status of your application at various points throughout the selection process, via automated emails from our e-recruitment system. Please check your spam/junk folder periodically to ensure you receive all emails.***

## Referees

You should provide details of 3 academic referees and the details of your current line manager so that we may seek an employment reference (if they are not listed as an academic referee). Please note:

- We shall via greenbean by NRG seek the academic references during the application process. Academic referees should not (if possible) include your PhD supervisor(s) and a majority should be from a University other than your own (save for early career applicants applying for their first post). **We would ask that you alert your academic referees to this application as soon as possible, and provide them with a copy of the CV you submit with your application**, so that we can quickly obtain references should you be progressed to the long list stage. As part of your application you will be asked whether you give your consent to your academic references being sought at the longlisting stage.
- Academic references sought for long-listed candidates may be made available to the panel during the shortlisting process.
- We will seek a reference from your current line-manager if we make you an offer of employment (albeit you may have also nominated your line manager as an academic referee). Please clearly indicate which referee is your current line-manager and please let us know if we should only approach them once an offer has been made.

## Next Steps

All applications will be considered; our usual practice is for colleagues across the Department to read the submitted work of long-listed candidates.

Short-listed candidates will be invited to the University and will have the opportunity to meet key members of the Department. The assessment for the post will normally include a presentation to

staff and students in the Department and an interview; we currently anticipate that the assessments and interviews will take place around 26 and 27 February 2020.

In the event that you are unable to attend in person on the date offered, it may not be possible to offer you an interview on an alternative date.

### **About the Department**

The Department of English Studies at Durham is one of the leading English departments in the UK, with an outstanding research culture and excellent students. It is consistently ranked in the top five English departments in a range of university guides; in the 2018 NSS 91% of Durham English students were satisfied with their studies. The Department made a substantial return to REF 2014, in which 90% of the Department's research was judged to be of 'internationally excellent quality' or 'world-leading'.

Members of staff pursue a notably wide range of research interests across the historical, geographical and conceptual spectrum of the discipline, including Creative Writing. There are Departmental research groups in Medieval and Early Modern Studies, Romantic Dialogues and Legacies, Modernism to the present day, and particular strengths in the following trans-historical research themes: Poetry and Poetics; Epic, Romance, the Novel and Storytelling; Embodiment, Health, and Well-Being; Literature, Science, and the Environment; Modern Cultures, Conflicts, States; Textual Editing.

We are also home to the Centre for Poetry and Poetics and play a leading role in the Institute for Medical Humanities. In addition, members of the Department contribute to a number of the University's interdisciplinary research groups, including the Centre for Death and Life Studies, the Centre for Sex, Gender and Sexualities, the Centre for Visual Arts and Culture, the Centre for Cultural Ecologies, the Centre for the Study of Classical Civilization, the Centre for Nineteenth-Century Studies, the Institute of Medieval and Early Modern Studies, the Institute of Advanced Research Computing, and the University's pan-Faculty Institute of Advanced Study. The Department is a partner in the AHRC Northern Bridge partnership for doctoral training.

### **About Durham University**

As one of the UK's leading universities, Durham is an incredible place to define your career while enjoying a high quality work/life balance. We are home to some of the most talented scholars and researchers from around the world who are tackling global issues and making a difference to people's lives.

The University sits in a beautiful historic city where it shares ownership of a UNESCO World Heritage Site with Durham Cathedral. A collegiate University, Durham recruits outstanding students from across the world and offers an unmatched wider student experience.

Less than 3 hours north of London, and an hour and a half south of Edinburgh, County Durham is a region steeped in history and natural beauty. The Durham Dales, including the North Pennines Area of Outstanding Natural Beauty, are home to breathtaking scenery and attractions. Durham offers an excellent choice of city, suburban and rural residential locations. The University provides a range of benefits including pension and childcare provision and the University's Relocation Manager can assist with potential schooling requirements.

If you'd like to find out more about the University or relocating you and your family to Durham, please visit <https://www.dur.ac.uk/jobs/recruitment/>