



University of
Sheffield

A Remarkable
Place to Work

Research Associate
in Freshwater
Ecotoxicology

Faculty of Science,
School of Biosciences

Overview

We are looking to appoint a freshwater ecotoxicologist to join a research project funded by the UK Natural Environment Research Council. You will contribute to a new ambitious project that seeks to transform how we evaluate the risks of chemical mixtures to freshwater biodiversity in UK rivers. The research project is a collaboration between the universities of Sheffield, York and Durham and you will be primarily responsible for ecotoxicological studies with invertebrates and diatoms undertaken at Sheffield and York.

We are facing a global biodiversity crisis and freshwater biodiversity is declining more rapidly than either terrestrial or marine biodiversity. One in ten freshwater and wetland species in England are threatened with extinction and two thirds of existing species are in decline. The Environmental Audit Committee recently summarised the state of water quality as: "rivers in England are in a mess. A 'chemical cocktail' of sewage, agricultural waste, and plastic is polluting the waters of many of the country's rivers".

The understanding and predictive modelling tools developed during this project will inform the development of better plans for adaptation to, and mitigation of, the risks associated with declining water quality now and in the future. By taking an integrative and system-wide approach, this project will help deliver the Environment Act's aspiration to "reverse the decline in species abundance by the end of 2030".

Applicants must have a PhD in a relevant biological discipline along with experience of working in a research environment and undertaking ecotoxicological studies. Knowledge of freshwater ecology, including the ecology of invertebrates and their role in ecological processes are also essential.

Person Specification

You should provide evidence in your application that you meet the following criteria. We will use a range of selection methods to measure your abilities in these areas including reviewing your online application, seeking references, inviting shortlisted candidates to interview and other forms of assessment action relevant to the post.

The University of Sheffield is proud to be a Disability Confident Employer, we commit to recruit and retain disabled applicants and support positive action. We encourage disabled people to apply for our jobs and to have the opportunity to demonstrate their skills, talent and abilities at the interview stage. We commit to offer an interview to disabled applicants who meet the minimum criteria for the job. For further information on the Disability Confident Scheme, please follow the [link](#).

Criteria		Essential	Desirable
1.	Have a PhD in a relevant biological discipline along with relevant research experience (or relevant experience)	X	
2.	Knowledge of freshwater ecology, including the ecology of invertebrates and their role in ecological processes.	X	
3.	Knowledge of ecotoxicology, including effects of chemical mixtures on freshwater ecosystems and factors that influence bioavailability.	X	
4.	Knowledge of environmental risk assessment.		X
5.	Experience of conducting aquatic toxicity tests and analysing toxicity data.	X	

6.	Experience of conducting feeding studies with freshwater invertebrates.		X
7.	Experience of conducting mixture toxicity studies.		X
8.	Experience of <i>Daphnia</i> culture.		X
9.	Experience of freshwater invertebrate sampling.		X
10.	Experience of undertaking environmental risk assessments.		X
11.	Effective communication skills, both written and verbal, experience of delivering presentations and preparing manuscripts for publication.	X	
12.	Excellent data analysis, data management and data presentation skills.	X	
13.	Excellent organisational and time management skills.	X	
14.	Ability to identify freshwater macroinvertebrates.	X	
15.	Ability to plan and prioritise work to ensure deadlines are met.	X	
16.	Ability to work effectively as part of a team as well as under your own initiative.	X	
17.	Ability to assess and organise resources, and plan and progress work activities.	X	

About the Faculty

The Faculty of Science is one of the leading Science faculties within the UK and one of five faculties within the University of Sheffield. We have a turnover of £114m, over 1,000 staff and approximately 5000 students working and studying across the classical science subjects. We organise ourselves around three academic departments, and two schools:

- Biosciences
- Chemistry
- Mathematics and Statistics
- Physics and Astronomy
- Psychology

Our mission is to understand our world, ourselves and our place in the Universe. For further details about the Faculty of Science please visit our website at www.sheffield.ac.uk/faculty/science

About the School

The [School of Biosciences](#) has been created from a merger of the three Biology Departments: Animal and Plant Sciences, Biomedical Science and Molecular Biology and Biotechnology. The school brings together over 120 academics with a breadth and depth of excellence in multiple areas. The school has created an enhanced Learning and Teaching offering giving students opportunities to experience a greater breadth of Bioscience teaching outside their main programme, and enhanced leadership and coordination of research to better promote excellence and successful exploitation of opportunities.

Job Description

Main Duties and Responsibilities

- Design, execute and analyse acute chemical toxicity studies with freshwater invertebrates and diatoms
- Design, execute and analyse feeding rate studies with freshwater invertebrates

- Design, execute and analyse chemical mixture toxicity studies with invertebrates and diatoms
 - Design, execute and analyse bioavailability studies
 - Undertake field sampling of freshwater macroinvertebrates
 - Day-to-day management of freshwater invertebrate cultures, including *Daphnia*
 - Day-to-day management and support of project technicians at Sheffield University
 - Support ecotoxicology technicians at York University
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- Actively contribute to project meetings and activities
 - Prepare research data for reporting and presentations
 - Prepare manuscripts for journal submission
 - As a member of staff you will be encouraged to make ethical decisions in your role, embedding the University sustainability strategy into your working activities wherever possible.
 - Any other duties, commensurate with the grade of the post.

Reward Package

Terms and conditions of employment: Will be those for Grade 7 staff.

Salary for this grade: £35,333 per annum

This post is fixed-term with a start date of 1 March 2023 (or as soon as possible thereafter), and an end date of 31 December 2024.

This post is full-time:

This role has been identified as a full-time post, but we are committed to exploring flexible working opportunities with our staff which benefit both the individual and the University. Therefore, we would consider flexible delivery of the role subject to meeting the business needs of the post. If you wish to explore flexible working opportunities in relation to this post, we encourage you to call or email the departmental contact listed below.

If you join the University, you will have access to a Total Reward Package that includes a competitive salary, a generous Pension Scheme and annual leave entitlement, as well as access to a range of learning and development courses to support your personal and professional development. You will have access to your own personalised portal where you can also access a comprehensive selection of benefits and offers to suit your changing lifestyle needs, for example financial wellbeing, travel options, shopping and cinema discounts.



The University is committed to tackling the global climate emergency. Our sustainability strategy forms an integral part of all we do. We strive to embed this in all areas of university life, from our students' education, the globally impacting international research we contribute, to campus life.

We aim to empower staff to work sustainably by giving them the knowledge to make ethical decisions at work and home. Staff have the opportunity to be involved in impactful sustainability projects through the nationally recognised Green Impact scheme.



Staff have access to excellent green benefits including the cycle to work scheme with discounts and

free secure bike storage, as well as many greener choices across campus.

If you have an interest in this area, the university will strive to passionately support you in these commitments. Check out www.sheffield.ac.uk/sustainability for more information.

The University of Sheffield recognises the importance of creating a positive environment, whereby all staff feel able to talk openly and with trust about wellbeing and mental health.

Our Staff Wellbeing offer, encourages and supports staff to maintain their own positive health and wellbeing through a range of accessible, inclusive and supportive services and activities.

Our leadership development has been designed to ensure that our leaders have the knowledge, skills and behaviours needed by the University.

Inclusion at Sheffield is everyone's responsibility. Our vision is to build a University community that actively attracts, engages and develops talented individuals from many different backgrounds.



We are proud of our award-winning equality, diversity and inclusion action, and we continue to work to create a fully inclusive environment where everyone can flourish.

To find out more about the benefits of working at the University, visit www.sheffield.ac.uk/jobs/benefits

Selection – Next Steps

Closing date: For details of the closing date please view this post on our web pages at www.sheffield.ac.uk/jobs

Following the closing date, we will contact you by email to let you know whether or not you have been shortlisted to participate in the next stage of the selection process. Please note that due to the large number of applications that we receive, it may take up to two working weeks following the closing date before the recruiting department will be able to contact you.

It is anticipated that interviews and other selection action will be held in the weeks following the closing date. Full details will be provided to invited candidates.

For more information on our application and recruitment processes visit www.sheffield.ac.uk/jobs/application-tips

Informal enquiries

For informal enquiries about this job and the recruiting department, contact: Professor Lorraine Maltby at l.maltby@sheffield.ac.uk

For administration queries and details on the application process, contact the lead recruiter: Gemma Pegg or Jill Copley on bioscienceshradmin@sheffield.ac.uk.

For all online application system queries and support, visit: www.sheffield.ac.uk/jobs/faqs

Creating a remarkable place to work

We build teams of people from different heritages and lifestyles from across the world, whose talent and contributions complement each other to greatest effect. We believe diversity in all its forms delivers greater impact through research, teaching and student experience.

We are consistently ranked in the top 100 of the world's universities, but there's so much more to us than that. By joining the University, you will be joining award-winning teams and departments who are all working together to make the University of Sheffield a remarkable place to work.