

## About King's

Please see the link below for supporting information for prospective applicants. This also includes some background information about the university including rankings, research outputs, King's Health Partner Trusts and our current fundraising initiative. [www.kcl.ac.uk/aboutkings](http://www.kcl.ac.uk/aboutkings)

## Job description

<b>Post title</b>	Senior Lecturer in Analytical Toxicology
<b>Department/Division</b>	Department of Analytical, Environmental & Forensic Sciences, School of Population Health & Environmental Sciences
<b>Faculty</b>	Faculty of Life Sciences & Medicine
<b>Grade/salary</b>	Grade 8, £56,060 to £64,405 per annum, inclusive of £3,500 per annum London Allowance.
<b>Hours of work</b>	Full time
<b>Period of appointment</b>	Indefinite Contract
<b>Responsible to</b>	Head of Department for Analytical, Environmental & Forensic Sciences
<b>Responsible for</b>	N/A
<b>Campus</b>	Waterloo campus

### Role purpose

This is a senior academic post within the Department of Analytical, Environmental & Forensic Sciences, which is part of the School of Population Health & Environmental Sciences.

We wish to appoint senior academic staff with expertise in **analytics** and **applied research** to our interdisciplinary Department. The School has an ethos of collaborative and interdisciplinary research. Our research builds on the outstanding legacy of population health, environmental and forensic sciences. We are forging new connections between basic and experimental medicine, social sciences, informatics and data science to advance our methodological and empirical strengths and expertise across the university in the understanding of disease and to improve health (physical and mental) and wellbeing and care for patients and populations.

This senior academic post will have research leadership responsibilities within the Department and the School of Population Health and Environmental Sciences. The post holder will develop and lead their own research programme.

The School's research comprises **Analytics** (broadly defined as the discovery and interpretation of meaningful patterns in quantitative and qualitative data), **Investigation** (broadly exploring analytical

solutions to complex problems at the individual as well as population level) and **Applied Research** (broadly using analytics, including laboratory investigations, to identify needs and propose and evaluate new solutions to global societal health and social problems). This informs our approach and focus to developing and conducting research that addresses major questions, such as long-term conditions, multiple morbidity, and environmental impacts on population health.

The post holder should be a nationally recognised Senior Lecturer scientist with a strong background in multidisciplinary research.

## **Role profile**

### **Research**

The post holder will have an active research area and will contribute to writing and publishing high quality collaborative papers in peer-reviewed journals, and to presenting work at appropriate specialist conferences. They will devote a proportion of their time to developing high quality and successful research grants in line with College and Faculty metrics.

The post holder will work alongside existing colleagues within the Department to maintain and enhance King's international reputation in Analytical Science and toxicology. We are particularly interested to hear from colleagues with interest and expertise in Biochemical Toxicology. Working with analytical scientists across the Department including Professor David Phillips, the postholder will contribute to the research profile of the Department and School. We are keen to see this post establish links across the Department including with Professor Wolff and the King's Forensics group. We see this opportunity to expand existing links and create new multidisciplinary research collaborations, which will naturally feed the educational activities in the Department.

It is desirable that the postholder will bring research expertise related to Analytical Science and/or biochemical toxicology, which will contribute to the research output of the Department as well as the School's wider research strategy focused on analytics and applied research.

### **Education**

The appointee will be expected to contribute to our analytical toxicology and biochemistry education at postgraduate taught level working alongside a wider teaching team. The appointee will be part of a teaching group in the School delivering well-established postgraduate programmes in Analytical Toxicology and Biomedical & Molecular Sciences Research programmes. The new post holder will be expected to undertake a review of the current Biochemical Toxicology module on the MSc in Analytical Toxicology with contributions from national collaborators such as Public Health England. The postholder will also undertake the role of Deputy Programme Lead for the MSc/MRes in Biomedical and Molecular Sciences Research.

The Department has a strong recruitment record for PhD students, with many funded by and with links to industry partners. The post holder will be expected to be active in PhD/Project Supervision.

### **Administration**

- To carry out any administrative duties assigned by the Head of Department, Head of School and Executive Dean of Faculty.
- To represent the Department and School on Faculty and University Committees as required

### **Management**

- To manage as appropriate any grants which are secured, including aiding in the recruitment and management of any additional research staff required to fulfil the contracts, organising conferences, establishing contracts with the wider academic community and disseminating knowledge through public activities which further enhance the scholarly reputation of King's College London
- To take on leadership roles within the Department, School and Faculty as required
- To contribute to the overall strategic planning and management of the department
- To act as personal mentor to peers and colleagues, guiding individuals through the appraisal system and providing advice on personal and career development

## **General**

All staff are expected to:

- Positively support equality of opportunity and equity of treatment to colleagues and students in accordance with the College Equal Opportunities Policy.
- A commitment to enhancing Diversity & Inclusion initiatives, as well as a commitment to the principles of the Athena SWAN Charter.
- Undertake such other duties within the scope of the post as may be requested by the Head of Department or Head of School.
- Help to maintain a safe working environment by:
  - Attending training in basic and specialist health and safety requirements as necessary, both on appointment and as changes in duties and techniques demand.
  - Following local codes of safe working practices and the university Health and Safety Policy.

## **Communication & networking**

- Communicate internally or externally, using written and oral methods in a clear and accurate manner to a range of audiences
- Have a high level of interpersonal communication for use in negotiation
- Liaison with large groups of staff to influence decisions
- Initiate and lead networks on behalf of the Department, School or Faculty

## **Decision making, planning & problem solving**

- Determine the final allocation of resources within area of responsibility
- Participate in College's strategic decisions
- Lead the development of new and creative approaches in teaching and research

## **Analysis & research**

- Scientific analyses at an international level

## **Teamwork, teaching & learning support**

- Manage a research team, providing support and encouragement
- Teach and examine courses through lectures, seminars and personal supervision
- Provide support to tutorial groups

## **Special Requirements:**

The postholder will:

- Keep any individual information of a confidential nature in a secure way and never disclose it either inside or outside work unless there is risk to life of that individual or to others. It should be noted that breach of confidentiality is a serious offence which may lead to dismissal.

## **General:**

The postholder will be professionally accountable to King's College London (KCL) and managerially accountable to KCL via their line manager, and the Head of School. Appraisal will be required annually. An initial job plan will be agreed with the successful candidate prior to that individual taking up the post, based on the job plan attached. All staff are expected to adhere to King's policies and procedures.

## Organisational chart

Professor Charles Wolfe  
(Head of School)



Professor Frank Kelly  
(Head of Department)



Senior Lecturer in Analytical Toxicology

## About the Faculty

<https://www.kcl.ac.uk/lsm/index.aspx>

## About the School of Population Health and Environmental Sciences

The School of Population Health and Environmental Sciences provides the focus for population and environmental health research, education and training within the Faculty of Life Sciences and Medicine, with the overall aim of improving the care and outcomes of patients and populations. The School comprises of 300 staff and PhD students, located on the Guy's, Waterloo and Denmark Hill campuses, with clinical and non-clinical research and educational expertise across three Departments and one Centre: **Public Health and Primary Care**; **Physiotherapy and Rehabilitation**; **Analytical, Environmental and Forensic Sciences**; and **Global Health and Health Partnerships**.

The School's research is multidisciplinary. There is a key focus on development of methods and their application to identify and evaluate innovative ways of preventing disease and improving health and wellbeing. Our national and international research interests include: developing and implementing methods to evaluate the complexity of system changes in health and social care; long-term conditions and multiple morbidities (e.g. stroke, diabetes, obesity, links between mental and physical health); trials and complex interventions in specific diseases/ long term conditions/ prevention; inequalities and ethnicity; behaviour change /risk communication; implementation sciences; and global health (specifically global surgery, health partnerships and health in post conflict situations).

The School is integrated with major National Institute for Health Research (NIHR) infrastructures. The School leads the **data analytics cluster** within the NIHR Biomedical Research Centre (BRC) at Guy's & St Thomas' NHS Foundation Trust and the Stroke and Public Health themes within the **NIHR Collaboration for Leadership in Applied Health Research and Care (CLAHRC) South London**. The School hosts the **NIHR Research Design Service London**, the **NIHR Clinical Research Network National Speciality Hub**, and jointly hosts the **NIHR Health Protection Research Unit in Health Impact of Environmental Hazards** and the **Medical Research Council-Public Health England Centre for Environment and Health** with Imperial College London. We also have collaborations across primary and secondary care and local and national government as well as other Faculties in the University, including integration with the King's Clinical Trials Unit.

The School is integral to the development and delivery of undergraduate medical education (**MBBS programme**), where we teach around 20% of the curriculum and lead on the community-based teaching elements. We also run a **Physiotherapy BSc** and an **intercalated BSc in Global Health**. We run a number of postgraduate programmes including **Public Health**, **Physiotherapy (pre-registration)**, **Global Health**, **Analytical Toxicology**, **Biomedical & Molecular Science Research**, **Forensic Science**, **Global Air Quality: Management & Science**, in addition to a fully **online MSc in Public Health** with pathways in Global Health and Mental Health.

In London, our **Environmental Research Group** works closely with the Greater London Authority and Transport for London and our London Air Quality Network involves partnerships with most London

Boroughs. **King's Forensics** takes an integrated approach to forensic investigation; research and teaching with its two forensic laboratories (drugs and DNA); research in collaboration with nation and worldwide forensic stakeholders and two highly acclaimed postgraduate taught programmes.

Internationally, the School continues to develop education, research and capacity-building programmes in low and middle income countries through our **Global Health Partnerships**, part of the wider King's Health Partners Global Health initiative. We have three active partnerships in **Sierra Leone, Somaliland** and the Democratic Republic of Congo. We also have partnerships with Peking University and

### **About Genetic and Environmental Toxicology**

The research interests of the Genetic and Environmental Toxicology Group at King's College encompass environmental carcinogenesis and toxicogenomics.

The Environmental Carcinogenesis section studies the molecular epidemiology of cancer and monitors human exposure to environmental carcinogens by detecting and characterising DNA and protein adducts in human tissues. These provide biomarkers of exposure and clues to the aetiology of cancer. Experimental studies involve elucidating the pathways of metabolic activation of environmental carcinogens, the mutagenic consequences of DNA damage caused by carcinogens, and the effects on gene expression, cell cycle and DNA repair in human cells exposed to such agents.

The Toxicogenomics section focuses on the application of genomic, proteomic and toxicological approaches, within model species (the nematode *C. elegans*) and key environment organisms (the earthworm), to identify and characterize the fundamental pathways of pathogenesis, ageing, lipid metabolism and metallobiology. The research programme exploits the growth of available genetic sequences and toxicogenomic tools to rearrange vast amounts of data into functional and mechanistically meaningful units. The outcome has provided novel insights into pathogenesis, new methods of risk assessment, genetic risk-modifications in preventative medicine and new therapeutic targets for pharmaceutical and biological medicines.

Further information on all of the Department's research can be found at <https://www.kcl.ac.uk/sphes/our-departments/analytical-environmental-forensic-sciences>

# Person specification

Criteria	Essential	Desirable	How identified and assessed*
*For 'How identified and assessed' use: <b>AP</b> - application, <b>AS</b> - assessment, <b>I</b> - interview, <b>P</b> - presentation, <b>R</b> - references			
<b>Education / qualification and training</b>			
PhD in a relevant discipline	X		AP
Teaching qualification		X	AP
<b>Knowledge / skills</b>			
Proven leadership, organisational and administrative skills	X		AP, I
A sound theoretical and practical knowledge of environmental and/or biochemical toxicology	X		AP, I
Recognised expertise in a specific area of environmental and/or genetic toxicology	X		AP, I, P
Excellent communication and presentation skills	X		AP, I, P
<b>Experience</b>			
Evidence of research excellence in environmental toxicology	X		AP, I
Experience in the delivery of postgraduate taught education, including module leadership	X		AP, I
Record of securing research funding and sustaining a research activity	X		AP, I
Experience of postgraduate research supervision	X		AP
Proven experience of participation in a multidisciplinary team of HE academic and research staff	X		AP, I
<b>Personal characteristics/other requirements</b>			
Willingness to participate in the success of King's Forensics and the Department and contribute to events and activities	X		AP, I
Evidence of self-motivation, pro-active stance and innovative ideology	X		AP, I
A commitment to enhancing Diversity and Inclusion, as well as a commitment to the principles of the Athena SWAN Charter.	X		AP, I
Willingness and ability to participate in and travel to international conferences and meetings.	X		I



Criteria	Essential	Desirable	How identified and assessed*
*For 'How identified and assessed' use: <b>AP</b> - application, <b>AS</b> - assessment, <b>I</b> - interview, <b>P</b> - presentation, <b>R</b> - references			
<b>Role specific requirements</b>			
Demonstrable leadership experience in masters education	X		AP, I
Familiarity with educational accreditation processes	X		AP, I
Experience of managing the student experience	X		AP, I
Proven commitment to research endeavours in a recognised area of forensic science	X		AP, I

## Disclosure and Barring Service Clearance (DBS, formerly CRB)

This position is exempt from the Rehabilitation of Offenders Act (1974). All shortlisted candidates will be required to declare full details of any unspent criminal convictions. A criminal record will only be taken into account for recruitment purposes, where the conviction is relevant to the position being applied for, and will not necessarily bar candidates from employment. Any decision will depend on the precise nature of the work and the circumstances and background to the offence.

Not all staff will require a DBS check, and the trigger for a check and the level of check will be based on the duties of the position, it's location, and frequency of contact with vulnerable groups, as indicated in the table below.

<b>Level of DBS Clearance required - indicate all applicable aspects:</b>			
Carrying out regulated activities <sup>1</sup> :	No	No Regulated Activity but contact with vulnerable groups <sup>2</sup> :	No
No Regulated Activity but deemed a position of trust <sup>3</sup> :	No	Situated in a Regulated Environment i.e. NHS premises <sup>4</sup> :	No
<ol style="list-style-type: none"> <li>The scope of Regulated Activity for work with children and young people is defined under the age of 18 years old. An adult is not considered to be vulnerable due to any personal characteristic: however, an adult may be regarded as vulnerable due to particular circumstances at a particular time, for example when they are receiving treatment in a hospital.</li> <li>Contact with vulnerable groups must meet the frequency threshold of 4 days in a 30 day period.</li> <li>A position of trust is any post that requires authorisation for restricted access to confidential data (not including anonymised patient data), premises or currency.</li> <li>KCL buildings do not qualify as regulated environments. Only NHS Trust sites qualify as regulated environments.</li> </ol>			

Further information about the Disclosure scheme can be found at: [www.gov.uk/db](http://www.gov.uk/db)s

## Occupational Health Clearance

and declared that they are fit for appointment, your appointment start date will be formally confirmed.

As part of our pre-employment checks the successful applicant will be sent a 'Health and Capability Declaration Form' and if they declare that they do have a health condition or disability that may require accommodation measures so that they are able to carry out their work comfortably and efficiently, they will be sent an Occupational Health Questionnaire to determine whether any reasonable accommodation measures are required for the candidate to take up the post.

<b>Specific aspects - indicate frequency D (daily), W (weekly), M (monthly), N (never) for all fields:</b>			
Intensive Display Screen Equipment work (e.g. data entry or digital microscopy) <sup>1</sup> :	N	Direct patient contact involving exposure prone procedures (EPP) <sup>2</sup> :	N
Heavy manual handling <sup>1</sup> :	N	Direct patient contact, no EPP <sup>2</sup>	N
Highly repetitive tasks (e.g. pipetting or re-shelving books) <sup>1</sup> :	N	Work with patient specimens (e.g. blood or tissue samples) <sup>2</sup> :	N
Shift work, night work or call-out duties <sup>2</sup> :	N	Work with GM organisms or biological agents that may pose a hazard to human health <sup>2</sup> :	N
Work involving risk of exposure to environmental or human pathogens (e.g. in waste streams or soils) <sup>2</sup>	N	Hazards which require health surveillance e.g. respiratory sensitisers (allergens, substances with risk phrase R42, wood dust etc.) or loud noise <sup>2</sup>	N
Driving vehicles on university business <sup>2</sup> :	N	Food handling or preparation <sup>2</sup> :	N
Work at height (e.g. ladders, scaffolds etc.) <sup>1</sup>	N	Work in confined spaces (e.g. sump rooms, etc.) <sup>1</sup>	N
<ol style="list-style-type: none"> <li>These hazards do not require health assessment but may require advice from OH if a successful candidate declares a disability or health condition in the Health &amp; Capability Declaration.</li> <li>These hazards automatically require the successful candidate to undergo employment health assessment to identify any necessary health surveillance, recommended vaccinations or other risk control measures. The Occupational Health option must be checked on the SRAF or the Employment Checks page in the e-Recruitment system.</li> </ol>			



## **Equal opportunities**

King's College London recognises that equality of opportunity and the recognition and promotion of diversity are integral to its academic and economic strengths. The following principles apply in respect of the university's commitment to equality and diversity:

- To provide and promote equality of opportunity in all areas of its work and activity;
- To recognise and develop the diversity of skills and talent within its current and potential community;
- To ensure that all university members and prospective members are treated solely on the basis of their merits, abilities and potential without receiving any unjustified discrimination or unfavourable treatment on grounds such as age, disability, marital status, pregnancy or maternity, race, religion or belief, sex, sexual orientation, trans status, socio-economic status or any other irrelevant distinction;
- To provide and promote a positive working, learning, and social environment which is free from prejudice, discrimination and any forms of harassment, bullying or victimisation;
- To foster good relations between individuals from different groups and tackle prejudice and promote understanding.

King's has been a member of the Athena SWAN Charter since 2007 and first gained its Bronze institutional award in 2008. Our award was successfully renewed in 2016 for a further four years. The Athena SWAN agenda forms part of a wider suite of diversity and inclusion work streams. Working with the Charter is helping King's to identify best practice for the working environment of all staff working in science disciplines.

# Summary of Terms and Conditions of Service

This appointment is made under the King's College London Terms and Conditions of Service for Academic staff a copy of which is available from the Recruitment Team upon request.

## Right to Work in the UK

King's College London has a legal responsibility to ensure that you have the right to work in the UK before you can commence employment with the university. If you do not have the right to work in the UK already, any offer of employment we make to you will be subject to you obtaining permission to work in the UK before taking up the post.

## Tier 2 Sponsorship

Applications are welcomed from international candidates. The recruitment of this post meets Home Office advertising requirements that qualify the role for sponsorship under Tier 2. Consequently, if required, the university could potentially sponsor the successful candidate in applying for a visa under Tier 2 of the points based immigration system, providing all other requirements are met.

Information on Tier 2 sponsorship can be found on the UK Visas and Immigration website:  
[www.gov.uk/tier-2-general/overview](http://www.gov.uk/tier-2-general/overview)

## Probation

Three years

## Annual leave

27 working days per annum pro rata (please note the annual leave year runs from January-December) bank holidays and customary closure days in are in addition to the annual leave entitlement. Staff receive four additional customary closure days in December. Notification as to how these days are taken is circulated at the start of the academic year.

## Superannuation

This appointment is superannuable under the USS [www.uss.co.uk](http://www.uss.co.uk) pension scheme. In accordance with recent legislation, we automatically enrol our staff in a pension scheme if they meet certain age and earning criteria. This is known as auto-enrolment. The university collects pension contributions via a salary sacrifice method called *PensionsPlus*. These deductions are made before the calculation of tax and national insurance is calculated; therefore reducing the amount you pay.

Staff already superannuated under the NHS Superannuation Scheme may opt to remain in that scheme provided an application to do so is received by the NHS scheme trustees within three months of appointment to King's College London. Please note that NHS Superannuation Scheme: Medical Schools are classed as "Direction Employers" and some benefits of the NHS Scheme are not available to Direction members.

Alternatively staff may opt to take out a personal pension. Please note that the university does not provide an employer's contribution towards a private pension plan.

## Staff benefits

King's College London offers a wide range of staff benefits. For the full comprehensive list of staff benefits please refer to our website: [www.kcl.ac.uk/hr/staffbenefits](http://www.kcl.ac.uk/hr/staffbenefits)

# Applying for the post

To apply, please register with the King's College London application portal and complete your application online.

## **Applicants with disabilities**

King's College London is keen to increase the number of disabled people it employs. We therefore encourage applications from individuals with a disability who are able to carry out the duties of the post. If you have special needs in relation to your application please contact the Recruitment Coordinator responsible for the administration of the post on [recruitmentteam16@kcl.ac.uk](mailto:recruitmentteam16@kcl.ac.uk)

## **Response**

All applications will be considered with respect to the criteria outlined in the person specification. We aim to contact you within four weeks of the closing date to inform you if you have been selected for interview. Due to the large number of applications we receive we are unfortunately not able to provide feedback at the shortlisting stage.