**JOB DESCRIPTION & PERSON SPECIFICATION**

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| **1.** **Role:** Research Leader in Entomology - Pest and Pathogen Ecology (PPE) **Location: NIAB EMR (**East Malling)**Salary Grade**: Management (T1) **Reports to:** HoD (PPE) **Line Manages:**  Research group (postdocs, technicians) |
| **2. Main purpose of role:** * Lead research around Integrated Crop Management of perennial fruit crops, with a focus on fruit entomology. This could encompass pests, pollinators, and beneficial insects to deliver solutions for the fruit growing industry, from fundamental to applied approaches
* Entomological research focus could be ecological, genetic, semiochemical or a combination of these
* Attract funding and incentivize collaborations across NIAB’s faculties and develop new commercial opportunities that enhance the reputation of NIAB EMR/NIAB.
* Maintain a strong and active national and international scientific presence (by developing research grant proposals, publishing high quality research papers, attending international scientific meetings, engaging with public and private funders and supervision of post-graduate students)
* Identify research and commercial opportunities to underpin the research direction of the department in alignment with NIAB’s Science Strategy
* Close liaison with industry to identify emerging issues and work with industry to secure funding to deliver solutions
* Identify new and novel income streams, and actively engage with NIAB EMR’s new Growing Kent and Medway program of research
* Develop and lead own area of expertise, building a group within PPE
* Contribute to the PPE department maintenance of high standard of research output and comply fully with NIAB EMR/NIAB quality assurance schemes and health and safety policies
* Represent NIAB EMR externally to a range of stakeholders
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| **3. Financial authority/responsibility** * Responsibility to deliver specific financial targets and annual budget within PPE
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| **4. Key relationships*** The post-holder will be in the PPE Department at NIAB EMR and report directly to Michelle Fountain
* Attend and contribute to the NIAB EMR’s Science Group
* Work closely with staff in PPE
* Discuss collaborative project ideas with other NIAB EMR departments (CSPS and GGB)
* Liaise with NIAB EMR stakeholders (including UKRI research councils, AHDB, growers and industry partners).
* More widely make links with scientists within the NIAB Group to generate collaborative ideas and proposals.
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| **5. Tasks/responsibilities** (in order of priority)  | Approx % of time  |
| Deliver own research programme (including pursuing funding opportunities, close communication with industry, writing manuscripts, etc) | 50 |
| Leading area of expertise and leadership within the entomology section of Pest and Pathogen Ecology (develop a team and nurture current and build new collaborations) | 35 |
| Represent NIAB EMR externally to a range of stakeholders | 10 |
| Support the development of the Growing Kent & Medway cluster | 5 |

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| **6. Working conditions:** Office based at home and in East Malling with travel in UK and internationally |

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| **7. PERSON SPECIFICATION*** A commercially astute, articulate, technically strong, dynamic, insightful, and influential leader with the ability to operate at both strategic and operational levels
* Track record in the development and delivery of research and service
* High integrity and openness combined with commitment to science-based services and decision making
* Exceptional communication skills at all levels
* Ability to handle high levels of pressure and critical decision-making
* Energetic, highly motivated, with an enquiring mind and passion for problem solving and innovation in pursuit of scientific excellent and NIAB EMRs success

**Education/Qualifications:**

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| Essential: | Desirable: |
| * 5+ years experience of developing and delivering research programmes and services and information based on scientific research in ecological, genetic, semiochemical and/or pest entomology.
* Track record of research income.
* PhD in relevant discipline.
 | * Track record of working with industry.
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**Experience:**

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| Essential: | Desirable: |
| * Significant experience (>3 years) in a senior scientific management role within a complex organization collaborating with senior management to deliver strategic and operational success
* Track record of publications (>20) and knowledge exchange in relevant journals and of public presentations at high-profile conferences/to relevant stakeholders
 | * A comprehensive understanding of the operation of funding bodies, and evidence of influencing the national and international science agenda
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**Specialist Training:**

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| Essential: | Desirable: |
| * Management and/or leadership
 | * Pesticide Application Qualifications
* BASIS
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**Personal Qualities (skills, behaviours, and competencies)**

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| Essential: | Desirable: |
| 1. Team player
2. Critical thinking and clear record keeping
3. Good level of autonomy, but willing to seek help and advice
4. Present research findings to a range of audiences
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| **Date of description: 11 Mar 2021** **Compiled by: Michelle Fountain** |