

## Job description

Post	Postdoctoral Research Associate
Department	Biology
Division	Mathematical, Physical and Life Sciences Division (MPLS)
Location	11a Mansfield Road, Oxford, OX1 3SZ South Parks Rd, Oxford, OX1 3RB
Grade and salary	Grade 7.1 – 7.4: £36,024 - £39,347 per annum
Hours	Full time
Contract type	2 years, with possibility for extension to up to a total of 3.5 years
Reporting to	Rob Salguero-Gómez
Application deadline	12 noon
Vacancy reference	169942
Recruitment contacts	HR: <a href="mailto:recruitment@biology.ox.ac.uk">recruitment@biology.ox.ac.uk</a> or PI: <a href="mailto:rob.salguero@biology.ox.ac.uk">rob.salguero@biology.ox.ac.uk</a>

Research topic	Integrating and predicting responses of natural systems to disturbances: from individuals to populations to communities
Principal Investigator / supervisor	Prof Rob Salguero-Gómez (Biology)
Project team	SalGo Team - <a href="https://salgo.web.ox.ac.uk/about-salgo">https://salgo.web.ox.ac.uk/about-salgo</a> DRAGNet - <a href="https://dragnetglobal.weebly.com">https://dragnetglobal.weebly.com</a>
Project web site	<a href="https://salgo.web.ox.ac.uk/about-salgo">https://salgo.web.ox.ac.uk/about-salgo</a>
Funding partner	The funds supporting this research project are provided by NERC
Recent publications	Fenollosa E, Fernandes P, Hector A, King H, Lawson C, Jackson J & Salguero-Gómez. Experimentally induced drought and growing season timing modulate community-level functional traits in a temperate grassland. bioRxiv DOI 10.1101/2023.01.12.523738  Merrien T, Davis K, DiMarco M, Capdevila P, Salguero-Gómez R. Human disturbances erode the diversity of species resilience strategies. BioRxiv DOI 10.1101/2021.09.29.462372

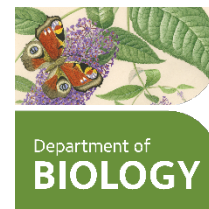


	<p>Cant J, Capdevila P, Beger M, Salguero-Gómez R. 2023. Recent exposure to environmental stochasticity does not determine the resilience of natural populations. <i>Ecology Letters</i> 26, 1186-1199 DOI 10.1111/ele.14234</p> <p>Jackson J, Lawson C, Adelmant C, Huhtala E, Fernandes P, Hodgson R; King H, Williamson L, Maseyk K, Hawes N, Hector A &amp; Salguero-Gómez R. 2022. Flexible estimation of biodiversity with short-range multispectral imaging in a temperate grassland. <i>Ecology &amp; Evolution</i> 12, e9623 DOI 10.1002/ece3.9623</p> <p>Capdevila P, Stott I, Cant J, Beger M, Rowlands G, Grace M &amp; Salguero-Gómez R. 2022. Life history mediates the trade-offs among different components of demographic resilience. <i>Ecology Letters</i> 25, 1566-1579 DOI 10.1111/ele.14004</p> <p>Capdevila P, Stott I, Beger M, Salguero-Gómez R. 2020. Towards a comparative framework of demographic resilience. <i>Trends in Ecology and Evolution</i> 35, 776-786 DOI 10.1016/j.tree.2020.05.001</p> <p>Barabas Y, Allesina S. 2015. Predicting global community properties from uncertain estimates of interaction strengths. <i>J Royal Soc Interface</i> DOI 10.1098/rsif.2015.0218</p>
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## The role

Reporting to the Principal Investigator at the Department of Biology (Dr Rob Salguero-Gomez), CoIs Prof Andy Hector (Department of Biology, University of Oxford) and Dr Iain Stott (University of Lincoln). The post holder will be a member of a research group with responsibility for carrying out ecological research pertinent to RainDrop (<https://www.oxfordsparks.ox.ac.uk/videos/the-raindrop-experiment/>) at Wytham Woods, Oxford, as well as a member of the DRAGNet network (<https://dragnetglobal.weebly.com>).

1. To examine the ecophysiological mechanisms of demographic resilience of the dominant plant species across multiple grassland communities; one at Wytham Woods (Oxford) and the rest in the UK and continental Europe. This work will be done via functional trait approaches, as well as using hyperspectral drones as proxy to photosynthetic capacity, hydraulic stress, and overall plant performance.
2. To parameterise community-wide stage-structured demographic models across the most dominant grassland species at RainDrop and examine the community stability using theory of pseudospectra.
3. To integrate these models and theories across multiple DRAGNet sites to evaluate global drivers of community-level stability and resilience.
4. To explore the global drivers of demographic resilience across multiple long-term datasets curated in COMPADRE & COMADRE ([www.compadre-db.org](http://www.compadre-db.org)), as well as PADRINO (<https://padrinodb.github.io/Padrino/>).



The post holder will provide guidance to less experienced members of the research group, including other postdocs, research assistants, technicians, and PhD, MBIOL, and project students, and work closely with another postdoc in the group who is involved in this NERC Pushing the Frontiers project.

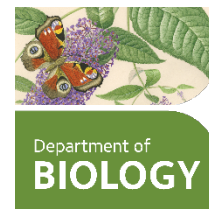
## Responsibilities

- Manage own academic research and administrative activities. This involves project management under the supervision of the PI, to co-ordinate multiple aspects of work to meet milestones and deadlines.
- Adapt existing and develop new scientific techniques and experimental protocols.
- Conduct fieldwork across different locations in the UK and mainland Europe, sometimes alone.
- Test hypotheses and analyse scientific data from a variety of sources, reviewing and refining working hypotheses as appropriate.
- Develop ideas for generating research income, and present detailed research proposals to senior researchers.
- Collaborate in the preparation of scientific reports and journal articles and occasionally present papers and posters.
- Use specialist scientific equipment (e.g. LICOR 6800, multi/hyper-spectral UAVs) in a laboratory environment.
- Act as a source of information and advice to other members of the group on scientific protocols and experimental techniques.
- Represent the research group at external meetings/seminars, either with other members of the group or alone.
- Carry out collaborative projects with colleagues in partner institutions, and research groups.
- Teach or undertake ad-hoc paid teaching (this may include lecturing, demonstrating, small group teaching, tutoring of undergraduates and graduate students and co-supervision of projects).
- Embed the principles of mutual respect, equality, diversity, inclusivity, and sustainability in all aspects of your work; undertake training as and when asked to do so.

## Selection criteria

### Essential selection criteria

1. Hold, or be close to completion of, a relevant PhD/DPhil, together with relevant experience in ecological modelling, population, and community ecology, and/or ecological monitoring.
2. Possess sufficient specialist knowledge in the discipline to work within established research programmes.
3. Ability to manage own academic research and associated activities.
4. Previous experience of contributing to publications and presentations.
5. Ability to contribute ideas for new research projects and research income generation.



6. Excellent communication skills, including the ability to write for publication, present research proposals and results, and represent the research group at meetings.
7. Manual (not automatic) driving license and being okay driving long distances on highways and secondary roads, often alone.
8. Mobility for fieldwork during around 3-4 months a year in the UK and mainland Europe.

### Desirable selection criteria

1. Experience with UAVs (drones, including pertinent UAV operator license)
2. AI programming for species identification or similar experience
3. Experience operating a LICOR 6800 or similar.
4. Expertise in the identification of grassland species in Western Europe.

## Pre-employment screening

### Standard checks

If you are offered the post, the offer will be subject to standard pre-employment checks. You will be asked to provide: proof of your right-to-work in the UK; proof of your identity; and (if we haven't done so already) we will contact the referees you have nominated. You will also be asked to complete a health declaration so that you can tell us about any health conditions or disabilities for which you may need us to make appropriate adjustments.

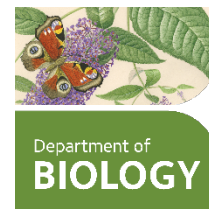
Please read the candidate notes on the University's pre-employment screening procedures at: <https://www.jobs.ox.ac.uk/pre-employment-checks>

### Hazard-specific / Safety-critical duties

This job includes hazards or safety-critical activities. If you are offered the post, you will be asked to complete a health questionnaire which will be assessed by our Occupational Health Service, and the offer of employment will be subject a successful outcome of this assessment.

The hazards or safety-critical duties involved are as follows:

- Lone Working
- Work in hot or cold environments
- Driving on University business
- Regular manual handling



## About the University of Oxford

Welcome to the University of Oxford. We aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial, and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

We believe our strengths lie both in empowering individuals and teams to address fundamental questions of global significance, while providing all our staff with a welcoming and inclusive workplace that enables everyone to develop and do their best work. Recognising that diversity is our strength, vital for innovation and creativity, we aspire to build a truly diverse community which values and respects every individual's unique contribution.

While we have long traditions of scholarship, we are also forward-looking, creative, and cutting-edge. Oxford is one of Europe's most entrepreneurial universities and we rank first in the UK for university spinouts, and in recent years we have spun out 15-20 new companies every year. We are also recognised as leaders in support for social enterprise.

Join us and you will find a unique, democratic, and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford.

For more information, please visit [www.ox.ac.uk/about/organisation](http://www.ox.ac.uk/about/organisation).

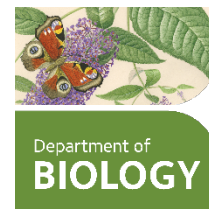
## The Department of Biology

You will be joining the Department of Biology at an exciting time. The Department established from August 2022 as a result of a merger between the Departments of Zoology and Plant Sciences, and is preparing to move into the new state-of-the-art Life and Mind Building in two to three years time.

The Department of Biology is recognised internationally for its research in a wide range of fields spanning all levels from molecules to ecosystems, and tackling global challenges through fundamental bioscience research. Over time, the research interests of the Department has been focused on five primary themes: Behaviour & Biomechanics; Ecology & Conservation; Evolutionary Biology; Microbiology & Infectious Disease; and Molecular Plant Biology. Research is conducted in all spheres from laboratory and in silico analysis to theoretical and field-based research.

At all times we seek to reinforce the connections between research and our education offering, at both graduate and undergraduate level. The Department teaches a four-year undergraduate degree MBiol course in Biology, with fourth-year students undertaking a Masters-level research project. It also supports a variety of graduate placements and hosts the University's DPhil in Biology.

External research income to the Department is derived from over 50 different funding agencies, with the principal current funders being the European Research Council, the Royal Society, the Wellcome Trust, BBSRC and NERC. The Department has a significant record in integrating broader societal impacts of its research, including the provision of policy to government at the highest level, as well as supporting the commercialisation of research through spin-out companies and licensing arrangements that have generated hundreds of millions' worth of innovation.



The Department is located in the University's Science Area at two sites, and will move into the new £200m Life and Mind Building in 2024 that will include extensive laboratory provision with controlled environment rooms, glasshouses and an imaging suite. The Department also benefits from extensive facilities at the John Krebs Field Station at Wytham, with Wytham Woods nearby, as well as partnerships with organisations in the area such as the Oxford Botanic Gardens and Oxford Natural History Museum.

For more information please visit: <https://www.biology.ox.ac.uk>

## About the Mathematical, Physical, and Life Sciences (MPLS) Division

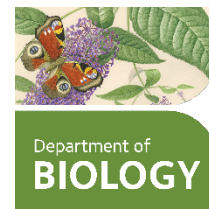
The Mathematical, Physical, and Life Sciences (MPLS) Division is one of the four academic divisions of the University, alongside the Humanities, Social Sciences and Medical Sciences Divisions. It is led by an academic Head of Division (Professor Sam Howison) and an administrative Divisional Registrar (Dr Tracy Gale) and comprises nine of the University's academic departments – Biology, Chemistry, Computer Science, Earth Sciences, Engineering Science, Materials, the Mathematical Institute, Physics, and Statistics – as well as Begbroke Science Park, the multidisciplinary Ineos Oxford Institute for Antimicrobial Research and an interdisciplinary Doctoral Training Centre.

The disciplines within the MPLS Division regularly appear at the highest levels in rankings, including the Times Higher Education and QS world rankings. Nationally, the quality of the Division's research outputs and environment, and the resulting impact, was recognised through strong performances in the UK Research Excellence Framework in both 2014 and 2021.

MPLS is proud to be home to some of the most creative and innovative scientific thinkers and leaders in academia, whose interdisciplinary research is tackling major societal and technological challenges, from new energy solutions or improved cancer treatments to understanding climate change processes and helping to preserve biodiversity, tackling antimicrobial resistance, advancing AI and quantum technologies and space exploration, and much more. The quality and impact of our work have been recognised by successive rounds of the national Research Excellence Framework and Teaching Excellence and Student Outcomes Framework exercises, and our departments frequently top the major higher education league tables. We teach around 7,300 students (including around 3,400 graduate students) and are playing a key part in training the next generation of leading scientists.

Divisional activity is co-ordinated and represented by the MPLS Divisional Office based at 9 Parks Road, in the heart of Oxford's Science Area. The Divisional Office, which is led by the Divisional Registrar, has around 55 dedicated members of staff, as well as a number of colleagues who are embedded in divisional teams but based in central University services (e.g. in Finance, HR and Development).

To find out more, please visit: [www.mpls.ox.ac.uk](http://www.mpls.ox.ac.uk).



## How to apply

Applications are made through our online recruitment portal. Information about how to apply is available on our Jobs website <https://www.jobs.ox.ac.uk/how-to-apply>.

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

As part of your application, you will be asked to provide details of two referees and indicate whether we can contact them now.

You will be asked to upload a CV and a supporting statement. The supporting statement must explain how you meet each of the selection criteria for the post using examples of your skills and experience. This may include experience gained in employment, education, or during career breaks (such as time out to care for dependants)

Please upload all documents **as PDF files** with your name and the document type in the filename.

All applications must be received by **midday** UK time on the closing date stated in the online advertisement.

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## Information for priority candidates

A priority candidate is a University employee who is seeking redeployment because they have been advised that they are at risk of redundancy, or on grounds of ill-health/disability. Priority candidates are issued with a redeployment letter by their employing department(s).

If you are a priority candidate, please ensure that you attach your redeployment letter to your application (or email it to the contact address on the advert if the application form used for the vacancy does not allow attachments).

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## If you need help

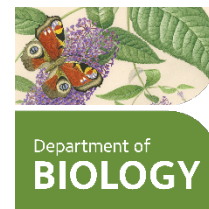
Application FAQs, including technical troubleshooting advice is available at: <https://staff.web.ox.ac.uk/recruitment-support-faqs>

Non-technical questions about this job should be addressed to the recruiting department directly at [recruitment@Biology.ox.ac.uk](mailto:recruitment@Biology.ox.ac.uk)

To return to the online application at any stage, please go to: [www.recruit.ox.ac.uk](http://www.recruit.ox.ac.uk).

Please note that you will receive an automated email from our online recruitment portal to confirm receipt of your application. **Please check your spam/junk mail** if you do not receive this email.





## Important information for candidates

### Data Privacy

Please note that any personal data submitted to the University as part of the job application process will be processed in accordance with the GDPR and related UK data protection legislation. For further information, please see the University's Privacy Notice for Job Applicants at:

<https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>. The University's Policy on Data Protection is available at: <https://compliance.admin.ox.ac.uk/data-protection-policy>.

### The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for very senior research posts at **grade RSIV/D35 and clinical equivalents E62 and E82**, which with effect from 1 October 2023 will be 30 September before the 70<sup>th</sup> birthday. The justification for this is explained at:

<https://hr.admin.ox.ac.uk/the-ejra>.

For **existing** employees on these grades, any employment beyond the retirement age is subject to approval through the procedures: <https://hr.admin.ox.ac.uk/the-ejra>.

There is no normal or fixed age at which staff in posts at other grades have to retire. Staff at these grades may elect to retire in accordance with the rules of the applicable pension scheme, as may be amended from time to time.

### Equality of opportunity

Entry into employment with the University and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. No applicant or member of staff shall be discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.



## Benefits of working at the University

### Employee benefits

University employees enjoy 38 days' paid holiday, generous pension schemes, travel discounts, and a variety of professional development opportunities. Our range of other employee benefits and discounts also includes free entry to the Botanic Gardens and University colleges, and discounts at University museums. See <https://hr.admin.ox.ac.uk/staff-benefits>

### University Club and sports facilities

Membership of the University Club is free for all University staff. The University Club offers social, sporting, and hospitality facilities. Staff can also use the University Sports Centre on Iffley Road at discounted rates, including a fitness centre, powerlifting room, and swimming pool. See [www.club.ox.ac.uk](http://www.club.ox.ac.uk) and <https://www.sport.ox.ac.uk/>.

### Information for staff new to Oxford

If you are relocating to Oxfordshire from overseas or elsewhere in the UK, the University's Welcome Service website includes practical information about settling in the area, including advice on relocation, accommodation, and local schools. See <https://welcome.ox.ac.uk/>

There is also a visa loan scheme to cover the costs of UK visa applications for staff and their dependants. See <https://staffimmigration.admin.ox.ac.uk/visa-loan-scheme>

### Family-friendly benefits

With one of the most generous family leave schemes in the Higher Education sector, and a range of flexible working options, Oxford aims to be a family-friendly employer. We also subscribe to the Work+Family Space, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, and the ability to book emergency back-up care for children, adult dependents and elderly relatives. See <https://hr.admin.ox.ac.uk/my-family-care>

The University has excellent childcare services, including five University nurseries as well as University-supported places at many other private nurseries.

For full details, including how to apply and the costs, see <https://childcare.admin.ox.ac.uk/>

### Disabled staff

We are committed to supporting members of staff with disabilities or long-term health conditions. For further details, including information about how to make contact, in confidence, with the University's Staff Disability Advisor, see <https://edu.admin.ox.ac.uk/disability-support>

### Staff networks

The University has a number of staff networks including the Oxford Research Staff Society, BME staff network, LGBT+ staff network and a disabled staff network. You can find more information at <https://edu.admin.ox.ac.uk/networks>

### The University of Oxford Newcomers' Club

The University of Oxford Newcomers' Club is an organisation run by volunteers that aims to assist the partners of new staff settle into Oxford, and provides them with an opportunity to meet people and make connections in the local area. See [www.newcomers.ox.ac.uk](http://www.newcomers.ox.ac.uk).

