Applications are invited for Resident Academic full time posts in the Department of Biology in the Faculty of Science of the University of Malta. The appointments will be on an indefinite basis, subject to a one-year probationary period, up to statutory retirement age.

Prospective candidates are required to demonstrate their area of specialization in one or more of the areas indicated below:

**Genetics and genomics, and/or microbiology;**
**Functional ecology and ethology;**
**Fisheries science and fish biology**

The appointees will be required to contribute to teaching, research and other activities of the Department of Biology, and as may be required by the University.

Candidates must be in possession of a Ph.D. or equivalent research-based doctorate relevant to the subject areas of the Call and are expected to be actively involved in collaborative work with internationally-renowned research groups. Preference will be given to holders of a broad-based undergraduate degree and/or a Masters degree with emphasis on the biological sciences. Preference will also be given to candidates having research experience in the above-mentioned areas of study, experience in applying for research grants from international funding bodies, experience in teaching at undergraduate and postgraduate level and in supervising student research projects at tertiary level, and a proven track record of publications in internationally-recognised peer-reviewed academic journals and of presentations given at leading conferences in their field of expertise.

The Resident Academic Stream is composed of four grades: Professor, Associate Professor, Senior Lecturer and Lecturer. Entry into the grade of Lecturer or above shall only be open to persons in possession of a Ph.D. or an equivalent research-based doctorate within strict guidelines established by the University.

The annual salary for 2016 attached to the respective grades in the Resident Academic Stream is as follows:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Salary</th>
<th>Academic Supplement</th>
<th>Professorial Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>€40,752</td>
<td>€28,385</td>
<td>€2,218</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>€37,406</td>
<td>€21,748</td>
<td>€1,354</td>
</tr>
<tr>
<td>Senior Lecturer</td>
<td>€33,863</td>
<td>€15,558</td>
<td></td>
</tr>
<tr>
<td>Lecturer</td>
<td>€27,992 with an annual increment of €641 to €29,845</td>
<td>€12,798</td>
<td></td>
</tr>
</tbody>
</table>

The University of Malta will provide academic staff with financial resources through the Academic Resources Fund to support continuous professional development and to provide the tools and resources required by an academic to adequately fulfil the teaching and academic research commitments within the University.

The University of Malta may also appoint promising and exceptional candidates into the grade of Assistant Lecturer, provided that they are committed to obtain the necessary qualifications to enter the Resident Academic Stream. Such candidates will either have achieved exceptional results at undergraduate level, be already in possession of a relevant Masters qualification, or would have been accepted for or already in the process of achieving their PhD.
Call for Applications
Resident Academic Full Time Posts
Department of Biology
Faculty of Science

Assistant Lecturer with Masters
€26,044 with an annual increment of €596 to €27,832
and an Academic Supplement of €4,537

Assistant Lecturer
€24,234 with an annual increment of €531 to €25,827
and an Academic Supplement of €4,316

Applicants should submit their letter of application by e-mail to recruitment.hrmd@um.edu.mt together with their curriculum vitae, certificates and names and e-mails of three referees.

Applications should be received by noon of Monday, 1st August 2016

Late applications will not be considered.

Further information may be obtained from the Office for Human Resources Management and Development, Administration Building, Room 214, or from the website:

Office of the University
Msida, 11th July 2016

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Further Information

**General Working Obligations:**

The conditions of work for a Resident Academic of the University of Malta, are set out in the ‘Collective Agreement for Academic Staff of the University of Malta’ and the ‘Manual of Conduct and Procedures’.

The commitment of a Resident Academic is based on a 40-hour week, with flexible times depending on established time-tables and distributed reasonably between teaching, academic research and other academic work (including academic administration and professional activity).

The official lecturing times of the University of Malta are Monday to Friday, between 08:00 and 20:00 hours and the successful candidate will be required to lecture at any time within the official teaching times during term-time. The appointments will be subject to a probationary period of one year and to the provisions of the Statutes, Regulations and Bye-Laws of the University of Malta which are now or which may hereafter be in force.

**The Department of Biology**

The Department of Biology is responsible for the design of various undergraduate (B.Sc.) and postgraduate (Masters, M.Phil. and Ph.D.) courses. Such courses are designed to equip students with the necessary knowledge, experience and skills to pursue careers as scientists within industry, administration, education and research.

Amongst the tasks which the appointees are expected to perform, there are:

- participating in undergraduate and postgraduate teaching at the Department of Biology;
- developing courses and teaching materials relevant to their specialisation and other areas within the Department’s curriculum, as the need arises;
- assisting in tutorials and seminars, supervising practical work and placements, counselling on projects and other personally undertaken student enterprises;
- supervising research students and postdoctoral scholars;
- participating in and eventually leading research projects in their respective fields of expertise;
- managing research and technical staff;
- writing research proposals;
- assisting in the day-to-day running of research projects;
- conducting research and publishing the results in peer-reviewed journals and presenting them at reputable conferences, both individually and in collaboration with national and international partners;
- continuous assessment of students, setting and marking of examination papers (including dissertations and theses) within established time-frames;
- participating in the administration of the academic affairs of the Department of Biology;
- participating in Faculty and University activities and general administration through membership of boards and committees;
- Contributing to national development in their respective fields of expertise through cooperation with governmental and non-governmental institutions.

The appointees must have good communication skills, both oral and written; a good command of the English Language is essential.
Further expansion of the activities of the Department has entailed the need to recruit academic staff as follows:

**Genetics and genomics, and/or microbiology:**

The Department of Biology has several taught undergraduate and postgraduate study-units as well as research programmes that include topics in molecular genetics, genomics (including phylogenetics, DNA barcoding and applications of genetics to biotechnology amongst others), and microbiology (including microbiological techniques used to investigate terrestrial and aquatic animal pathology). The Department is also currently expanding its taught degree programmes and research activities, including within these areas. Consequently, the Department is seeking to attract suitable high calibre academic staff members to carry out teaching and research within these areas.

The ideal candidate would:

- hold a PhD or equivalent research doctorate with a specialisation in genetics and/or microbiology and preferably a broad-based undergraduate degree with emphasis on the biological sciences;
- have a strong academic background which would include teaching experience at tertiary level, including the supervision of undergraduate and postgraduate research, and research experience;
- have a good track record of published research in international peer-reviewed scholarly journals;
- have extensive experience in molecular genetic and/or microbiological techniques and procedures;
- be able to work both independently and as member of a team;
- have good communication skills, both oral and written, and a good command of the English language.

Given that the Department of Biology caters for the whole of the biological sciences, expertise in comparative cross-phyletic aspects will be considered an asset.

The appointee will be required to teach general topics in the biological sciences to undergraduate students, contribute to coordination of study-units and of undergraduate and postgraduate degree courses, supervise undergraduate student projects and postgraduate research students, undertake advanced research within the areas of genetics, genomics and/or microbiology, participate in academic administrative activities of the Department and the Faculty, as well as carry out other activities as may be required by the University.

**Functional ecology and ethology:**

The Department of Biology has several taught undergraduate and postgraduate study-units as well as research programmes that include topics in ecology, functional ecology and ethology. The Department is also currently expanding its taught degree programmes and research activities, including within ecology (especially in methodological applications in ecological surveying, monitoring and other aspects of both terrestrial and aquatic field biology); functional ecology (including ecomorphology and ecophysiology); and in animal behaviour. Consequently, the Department is seeking to attract suitable a high calibre academic staff member to carry out teaching and research within these areas.
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Resident Academic Full Time Posts  
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The ideal candidate would,

- hold a PhD or equivalent research doctorate in ecology and preferably a broad-based undergraduate degree with emphasis on the biological sciences;
- have a strong academic background which would include teaching experience at tertiary level, including the supervision of undergraduate and postgraduate research, and research experience;
- have a good track record of published research in international peer-reviewed scholarly journals;
- have extensive experience in ecological and ethological laboratory and field techniques and procedures, including in the design of laboratory and field experiments/observations, sampling, and the numerical analytic methods as applied to ecological and ethological data;
- be able to work both independently and as member of a team;
- have good knowledge of Mediterranean terrestrial and aquatic ecology;
- have good communication skills, both oral and written, and a good command of the English language.

Given that the Department of Biology caters for the whole of the biological sciences, expertise in comparative cross-phyletic aspects will be considered an asset.

The appointee will be required to teach general topics in the biological sciences to undergraduate students, contribute to coordination of study-units and of undergraduate and postgraduate degree courses, supervise undergraduate student projects and postgraduate research students, undertake research activities within the areas of functional ecology and ethology, participate in academic administrative activities of the Department and the Faculty, as well as carry out other activities as may be required by the University.

Fisheries science and fish biology:

The Department of Biology has several taught undergraduate and postgraduate study-units as well as research programmes that include topics in fisheries science and fish biology. The Department is also currently expanding its taught degree programmes and research activities within these areas, including: the physiology and ecology of exploited vertebrate and invertebrate species of fishery and aquaculture importance, the impacts of anthropogenic activities on fisheries and aquaculture, and conversely, the impacts of fisheries and aquaculture on society; the interactions between aquaculture and fisheries; fisheries and aquaculture as components of ecosystems; characteristics and spatial distribution of fisheries habitats and nursery areas; integrated fisheries management including fisheries indicators, stock assessment, management of artisanal fisheries, national, regional and international regulatory frameworks, sustainable fisheries; Consequently, the Department is seeking to attract suitable a high calibre academic staff member to carry out teaching and research on these topics.

The ideal candidate would,

- hold a PhD or equivalent research doctorate in aquatic ecology or fisheries biology and preferably a broad-based undergraduate degree with emphasis on the biological sciences;
- have a strong academic background which would include teaching experience at tertiary level including the supervision of undergraduate and postgraduate research, and research experience;
- have a good track record of published research in international peer-reviewed scholarly journals;
- hold extensive experience in fisheries science and fish biology;
- be able to work both independently and as member of a team;
- have good knowledge of Mediterranean marine ecology and fisheries;
- have extensive experience in laboratory and field techniques and procedures relevant to fisheries and fish biology, including in the design of laboratory and field experiments/observations and sampling programmes, the collection of fisheries data and the application of numerical analytic methods to the analysis of fisheries and ecological data.
- have good communication skills, both oral and written, and a good command of the English language.
Call for Applications  
Resident Academic Full Time Posts  
Department of Biology  
Faculty of Science

Given that the Department of Biology caters for the whole of the biological sciences, expertise in comparative aspects will be considered an asset.

The appointee will be required to teach general topics in the biological sciences to undergraduate students, contribute to coordination of study units and of undergraduate and postgraduate degree courses, supervise undergraduate student projects and postgraduate research students, undertake research activities within fisheries science and fish biology, participate in academic administrative activities of the Department and the Faculty, as well as carry out other activities as may be required by the University.

**The Selection Process:**

a. The scrutiny of qualifications and experience claimed and supported by testimonials and/or certificates (copies to be included with the application).

b. Short-listing of candidates.

c. An invitation to short-listed candidates to a Selection Board interview.

The selection process will follow the document “Guidelines for Members of Selection Boards in the Recruitment of Resident Academic Staff” ([http://www.um.edu.mt/hrmd/services/recruitment](http://www.um.edu.mt/hrmd/services/recruitment)).

In accordance with the guidelines, members of the Selection Board will establish the following selection criteria for the selection process:

- Relevant academic qualifications
- Relevant Academic / Work experience
- Aptitude and suitability; and
- Performance in interview

Office of the University  
Msida, 11th July 2016

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