

<http://www.ed.ac.uk/informatics/about/work-with-us>

# Work with us

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Join us and we will help you to make the most of the opportunities we offer.

## Our working environment

Welcome to our friendly, supportive and diverse community

## University work-related policies

From recruitment to retirement and everything in between.

## Equality and diversity

Every member of staff is a valued member of our School.

## Vacancies

Job opportunities and PhD scholarships

# Our working environment

Welcome to our friendly, supportive and diverse community

With approximately 250 academic and research staff and almost 1,300 students, Informatics is the second largest School in the College of Science and Engineering. The rich cultural diversity of our community reflects the international nature of our staff and student body.

Around 50 different countries, from Algeria to Venezuela, are represented among our staff, about half of whom are UK nationals and half non-UK.

We aim to ensure that our culture and systems support flexible and family-friendly working and recognise and value diversity across all our staff and students. The School has an active programme offering support and professional development for all staff, providing mentoring, training, and networking opportunities.

The School of Informatics holds a Silver Athena SWAN award, in recognition of our commitment to advance gender equality in higher education and research.

More information on all these areas may be found in our Equality and Diversity pages.

This article was published on Apr 27, 2016

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# University work-related policies

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From recruitment to retirement and everything in between.

The word ‘policy’ is used throughout to refer to procedures and guidance as well as formal policies.

Staff can contact the Informatics’ HR admin team, ‘InfHR,’ for advice. InfHR supports all aspects of the recruitment and employment process in line with University policies. Further information about the services available from InfHR may be found on the staff intranet.

University work related policies include:

- [Conditions of Service](#)
- [Equality and Diversity](#)
- [Health and wellbeing](#)
- [Leave and and absence](#)
- [Pay and reward](#)
- [Promotions and grading](#)

University HR also has information on topics such as [childcare](#) and [staff discounts and benefits](#).

## Flexible working

The School has an informal policy of flexible working which works very well for most staff. The University has a formal flexible working policy for employees who wish to exercise their statutory right to request flexible working. This can be found in the A-Z of policies (link below).

## Performance and Development Review

The College of Science and Engineering has produced a [guide](#) to the Performance and Development Review (PDR) process for reviewers and reviewees.

## Useful links

[A-Z of University policies](#)

[Staff intranet](#)

# Vacancies

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## Job opportunities and PhD scholarships

The School of Informatics has an enviable international reputation for research and teaching and our staff are central to our success.

All our job vacancies are advertised through the central University of Edinburgh Jobs webpage.

PhD positions (Research grant-funded scholarships) may be advertised by the School (see Useful links below) or on the websites of individual research institutes.

## Current opportunities

### Research Associate

Closing date 5pm GMT on 17 June 2016

We have an opening for a Research Associate in Programming Languages on the project “Skye: A programming language bridging theory and practice for scientific data curation”. The successful candidate will have expertise in foundations of programming languages and functional programming. The project will build on Links, a functional, typed, cross-tier Web programming language with strong support for database programming via language-integrated query.

The project will involve practical systems development and evaluation informed by conceptual or foundational research, so an ideal candidate will have the ability to develop new foundational programming language concepts and carry them through to implementation. Applicants must, at a minimum, have a PhD degree (or be close to completion) in Computer Science, with a track record of high quality publications.

Expertise in topics such as language extensibility/embedded DSLs, database programming/language-integrated query, quotation/metaprogramming/staged computation, dependent types, or information flow security would be especially valuable for this position. Previous research experience on provenance or related topics such as information flow security or biological databases would also be desirable.

Please ensure that your application includes:

- a CV listing relevant education, research experience and publications
- a 1-3 page statement of your research interests and how they relate to this position.

Applications that do not include these documents may not receive full consideration. The post is available from 1 September 2016 (start date negotiable) and is fixed term for 24 months. Grade: UE07 (£31,656 - £37,768)

For further information and to apply, use this [direct link to the application site](#).

## Useful links

[University of Edinburgh Jobs](#)

[PhD positions](#)

[Informatics research institutes](#)

[Vacancies and opportunities relevant to the UK academic community](#)

[Academic jobs in Europe](#)

This article was published on May 17, 2016

# Equality and diversity

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Every member of staff is a valued member of our School.

## Promoting equality

Committee, training and policies.

## Induction and training

Encouraging and enabling our colleagues at key career stages

## Widening participation

Outreach, champions, staff and student activities

## Athena SWAN Award

How and why we are proud holders of an Athena SWAN Silver Award.

## Resources

Further reading, useful links and funding opportunities

# Promoting equality

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## Committee, training and policies.

The School and University are committed to the 10 principles of the Athena SWAN Charter:

1. We acknowledge that academia cannot reach its full potential unless it can benefit from the talents of all.
2. We commit to advancing gender equality in academia, in particular, addressing the loss of women across the career pipeline and the absence of women from senior academic, professional and support roles.
3. We commit to addressing unequal gender representation across academic disciplines and professional and support functions. In this we recognise disciplinary differences including the particularly high loss rate of women in science, technology, engineering, mathematics and medicine (STEMM)
4. We commit to tackling the gender pay gap.
5. We commit to removing the obstacles faced by women, in particular, at major points of career development and progression including the transition from PhD into a sustainable academic career.
6. We commit to addressing the negative consequences of using short-term contracts for the retention and progression of staff in academia, particularly women.
7. We commit to tackling the discriminatory treatment often experienced by trans people.
8. We acknowledge that advancing gender equality demands commitment and action from all levels of the organisation and in particular active leadership from those in senior roles.
9. We commit to making and mainstreaming sustainable structural and cultural changes to advance gender equality, recognising that initiatives and actions that support individuals alone will not sufficiently advance equality.
10. All individuals have identities shaped by several different factors. We commit to considering the intersection of gender and other factors wherever possible.

## Equality and Diversity Committee

Our Equality and Diversity Committee was set up in 2013 to support the implementation of our first Athena SWAN action plan and more broadly, to deliver oversight and input on all Equality and Diversity issues. Members include academic representatives from all institutes, at all career stages, undergraduate and postgraduate students and members of support staff who deal with staff/student recruitment and retention. The group meets four times a year and has a budget to promote and support events, training and internships.

Further information about the Committee is available on our staff intranet.

# Training

The University offers a wide range of training and career development opportunities, including online learning modules in e-Diversity in the Workplace, Developing an Understanding of Equality, Diversity and Internationalisation, and Overcoming Unconscious Bias.

# Policies

The University's Equality and Diversity website includes a list of equality and diversity related policies, including Dignity and Respect, Flexible Working, Family Leave and Trans Equality.

Our School intranet includes policies and/or guidance on issues relating to recruitment and employment, leave including maternity/paternity, room allocation, sabbaticals, expenses, appraisal / Performance and Development Review (PDR), sickness, promotions process etc.

# Useful links

[University Equality and Diversity website](#)

[Equality and Diversity Committee on the staff intranet](#)

[Equality and Diversity courses](#)

[Overcoming Unconscious Bias module](#)

[Other training and career development opportunities](#)

[University equality and diversity related policies](#)

[School policies \(staff intranet\)](#)

[Intranet home page](#)

This article was published on May 11, 2016



# Induction and training

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## Encouraging and enabling our colleagues at key career stages

Our School's Strategic Plan for 2016-19 includes a commitment to "review and improve our induction processes and support for personal and career development, including through mentoring of early career staff by senior academics." A revised induction process for new academic and research staff is being developed which will include enhanced pre-start information and a more structured 'longitudinal' approach to ensuring that staff are supported through their first months in the School. Each individual's induction will be monitored by the School's HR admin team, who will be able to signpost additional support, if required.

## Annual Performance and Development

### Review

Our annual Performance and Development Review (PDR) was launched in 2011 to support of the University's commitment to a positive performance culture which enables, encourages and recognises success. More information about the process may be found on our intranet and on the College of Science and Engineering website.

### Training

The University offers a vast range of short training courses to help you develop in your career. Topics range from Designing and Delivering Lectures to Allocating, Monitoring and Supporting Work, Creating a Data Management Plan for your Grant Application, and everything in between. In addition the School has its own Staff Development budget and the Equality and Diversity Committee uses its budget to support training and networking.

To see what is available, [login to MyEd](#) and put your cursor over the Home button. Courses are listed under 'Event booking.'

In addition, the Institute for Academic Development provides University-level support for teaching, learning and researcher development. This remit includes a mixture of direct support for students and staff eg. workshops, online resources, networks and advice.

Teaching Matters run events, as well as offering a number of online resources for teaching staff.

The School has its own Staff Development budget and the Equality and Diversity Committee also uses its budget to support training and networking.

### Mentoring

The University's Mentoring Connections programme provides all staff with time and space to meet with a mentor/mentee to talk through a variety of issues that affect them at various stages of their career and development, for example work life balance, career development, or promotion paths.

# Leadership

A wide range of workshops is available from the University, which is aimed at developing specific skills in leading, managing and influencing people. Regular courses include Leadership styles, Developing your Staff, Giving Effective Feedback, Practical Project Management and Bite-sized Project Management. There is also a comprehensive four-day modular programme for senior staff currently in headship roles or who may be in such roles soon.

## Programmes for women

The School supports women who wish to apply for Equate Scotland's Coaching for Success programme and Aurora Leadership programme for women in Higher Education.

## Promotions workshops

The School organises promotions workshops for academic and research staff. Details are circulated by email before each event.

## Useful links

[PDR on our staff intranet](#)

[PDR guidance on the College of Science and Engineering website](#)

[MyEd](#)

[Institute for Academic Development](#)

[Teaching Matters](#)

[Mentoring Connections](#)

[Leadership and Management Development](#)

[Equate Scotland's Coaching for Success](#)

[Aurora Leadership programme for women](#)

This article was published on May 11, 2016

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# Widening participation

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## Outreach, champions, staff and student activities

Many staff and students organise or support activities to promote Informatics to school pupils and the wider public. Examples include participation in Innovative Learning Week, Edinburgh International Science Festival, SCI-FUN, First Lego League, Sutton Trust Summer School and Prewired, a regular programming club for people under the age of 19 in Edinburgh.



## Case study: Dr Areti Manataki

Between 2014-16, Dr Manataki has run:

- Game On!, an introductory programming workshop for children at the Edinburgh International Science Festival with student helpers Maria Astefanoaei, James Garforth, Yann Sweeney
- Code Yourself! an online introduction to programming, also available in Spanish, run with student helpers Sander Keemink, Maria Astefanoaei and Ludovica Luisa Vissat (over 120,000 participants worldwide so far)
- ‘Blend it with the Code Yourself! MOOC’ (Massive Online Open Course) workshop for teachers at the Computing at School Scotland Conference 2015
- Coding.Demystified programming workshops for parents and other adults at Prewired2015
- Game maker's guide to software engineering, workshop at Sutton Trust Summer School 2015
- Programming course for Inspire, July 2016.

In addition, Dr Manataki was a participant in the Program your own computer game exhibition at Explorathon 2014, gave a talk, My tech story so far, at Code First: Girls intensive weekend, 2014. She has also been a judge at the First Lego League, 2014-2016.

## Case study: Professor Sethu Vijayakumar

In 2016 Professor Vijayakumar has been awarded the University's Tam Dalyell Prize for Excellence in Engaging the Public with Science. He delivered the Tam Dalyell Lecture on robotics at the Edinburgh International Science Festival, organised a public debate, How Robotics

will Shape our Lives, in association with the British Science Association and took part in the launch of BBC micro:bit, an ambitious initiative to inspire children across the UK to learn basic programming.

## Useful links

[Informatics in Innovative Learning Week](#)

[Informatics at Edinburgh International Science Festival](#)

[SCI-FUN](#)

[First Lego League](#)

[Sutton Trust Summer School](#)

[Prewired](#)

[Code Yourself! MOOC](#)

# Athena SWAN Award

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How and why we are proud holders of an Athena SWAN Silver Award.



## What is the Athena SWAN Award?

The Athena SWAN Charter was established in 2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment in higher education and research.

It is an initiative of the Equality Challenge Unit (ECU), which works to further and support equality and diversity for staff and students in higher education institutions across all four nations of the UK and in colleges in Scotland.

[More information on the Athena SWAN](#)

## Our Athena SWAN Silver Award 2013

In 2013 the School of Informatics won a Athena SWAN Silver Award. Our application was led by Professor Jane Hillston, assisted by an Informatics-wide Athena SWAN self-assessment team. The award highlights the School's commitment to advancing women's careers and will provide impetus for further improvements.



[Athena SWAN Application](#) (2.48 MB)



[Athena SWAN Action Plan](#) (128.7 KB)

*We are delighted to have achieved a Silver Award for our first Athena SWAN submission. The process was rigorous and involved consultations with staff and students as well as the collection of stats and the development of a clear action plan. Achieving a Silver Award is evidence that the School provides a supportive environment for females in STEMM. The action plan we have developed will continue to foster this environment.*

*Jane Hillston*

## Athena SWAN 2013-16

Professor Mirella Lapata took forward the actions outlined in the plan, in the newly-created role of School Equality and Diversity Coordinator. All award holders are required to re-apply for their award every three years. In April 2016, we submitted our new Silver award application and action plan for 2016/19. We will find out if our application has been successful, autumn 2016.



[Athena SWAN submission 2016 \(2.74 MB\)](#)



[Athena SWAN 2016/19 action plan \(592.42 KB\)](#)

## Athena SWAN and the University of Edinburgh

Edinburgh is one of over 130 universities and research institutes which are members of the SWAN Charter. It was awarded the first University-wide Silver Award in Scotland in 2015, having been awarded an Institutional Bronze Award in 2006 which was successfully renewed in 2009 and 2012.

Membership of the Athena SWAN Charter can help universities to fulfil their gender duty commitments, work towards sustaining equitable working environments and enable them to identify themselves as employers of choice, not only to their staff, but to students, funders, research councils and industry.

[Athena SWAN at the University of Edinburgh](#)

This article was published on May 17, 2016

# Resources

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## Further reading, useful links and funding opportunities

If you are interested in Equality and Diversity at work, some of these links may be of interest.

- Academic flight: how to encourage black and minority ethnic academics to stay in UK higher education. Equality Challenge Unit report: <http://www.ecu.ac.uk/publications/academic-flight/>
- Chemical imbalance: short film celebrating female scientists, looks at why women are still so under-represented in STEM (Science, Technology, Engineering & Mathematics). <http://chemicalimbalance.co.uk/project/watch-the-film/>
- DiscovHer: L'Oréal-UNESCO For Women in Science Program. Website <http://discover.her.com/en>
- Equality Challenge Unit. Website <http://www.ecu.ac.uk/>
- Equate Scotland offers training for women in science engineering, technology and the built environment. Website: <http://www.equatescotland.org.uk/>
- Google Anita Borg Memorial Scholarships for women undergraduate and graduate computing and technology students. Website: <https://www.google.com/anitaborg/>
- Inspiring scientists: the life stories of ten British scientists with minority ethnic heritage, with link to learning materials. Royal Society web page <https://royalsociety.org/topics-policy/diversity-in-science/inspiring-scientists/>
- I wasn't always a scientist: three short films featuring people who didn't take traditional routes into their scientific careers. Royal Society webpage <https://royalsociety.org/topics-policy/diversity-in-science/i-wasnt-always-a-scientist/>
- LSE blog - Gender bias in academe: An annotated bibliography of important recent studies
- Royal Society video on Unconscious Bias: <https://royalsociety.org/topics-policy/publications/2015/unconscious-bias/>
- University's Equality and Diversity website: Legislation, Policies and Publications web page: <http://www.ed.ac.uk/equality-diversity/about/legislation-policies>
- Uta Frith on equality and diversity at the Royal Society. Article <http://discover.her.com/en/article/uta-frith-gives-insight-into-the-diversity-committee-at-the-royal-society>
- Women in STEM - A Strategy for Scotland report: [Tapping All our Talents - Royal Society of Edinburgh](#)
- WISE campaign to promote women in science, technology and engineering: Website: <https://www.wisecampaign.org.uk/>
- WISE list of funding for women <https://www.wisecampaign.org.uk/funding>