

# Academically Advanced Socially Progressive

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## Global Talent Fund: Lecturer in Semiconductor Photonics

<b>Department</b>	Institute of Photonics ( <a href="http://www.strath.ac.uk/science/physics/instituteofphotonics/">www.strath.ac.uk/science/physics/instituteofphotonics/</a> )		
<b>Faculty</b>	Faculty of Science ( <a href="http://www.strath.ac.uk/science/">www.strath.ac.uk/science/</a> )		
<b>Staff Category</b>	Academic	<b>Reference No</b>	807238
<b>Reports To</b>	Institute of Photonics Director	<b>Grade</b>	8*
<b>Salary Range</b>	£47389 - £58225*	<b>Contract Type</b>	Open Contract
<b>FTE</b>	1	<b>Closing Date</b>	10 <sup>th</sup> May 2026
<b>Working Arrangements</b>	Hybrid. The standard requirement across the University is that at least three days per week (based on IFTE) will be spent working on-site (with flexibility as appropriate).		
<b>Work Location</b>	Glasgow, UK		



# Job Advert

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## Prestigious Global Talent Fund Opportunity

The University of Strathclyde has been awarded significant funding by UK Research and Innovation's Global Talent Fund to recruit leading international researchers in areas of national and global strategic importance. As one of only 12 UK institutions to secure this highly prestigious investment, Strathclyde is uniquely positioned to accelerate its world-class strengths at the intersection of research excellence, industry collaboration and societal impact.

## Semiconductor Photonics and Advanced Systems-on-a-Chip

Applications are invited for the position of Lecturer in the field of Semiconductor Photonics. The successful candidate will hold this full-time appointment in the University of Strathclyde's Institute of Photonics, in the Department of Physics and will benefit from a generous start-up package of support.

The University seeks to appoint an emerging research leader with expertise in semiconductor photonics, possessing a strong track record in the design, micro-fabrication, and application of advanced on-chip photonic devices and integrated photonic systems. Experience at the interface between photonic and electronic platforms—encompassing co-design, hybrid integration, or heterogeneous system development—would be highly advantageous. The successful candidate will work closely with aligned research strengths within the Institute of Photonics, including Integrated Photonics, Neurophotonic Devices, Quantum Technologies, and Optical Information Processing and Communications. This appointment represents a strategic opportunity to integrate the growth trajectory of the National Advanced Semiconductor Packaging and Integration Centre with the rapidly advancing facilities and research activities of the Institute of Photonics. This unique environment will enable the translation of cutting-edge chip-scale technologies into application-driven demonstrators, strongly linked to the thriving local photonics ecosystem.

The Institute of Photonics (IoP) is an applied research unit that is part of the Department of Physics and was formed in 1995 as a partnership between the University of Strathclyde, industry and government. We have expertise across many disciplines, with core capabilities in Photonic Materials and Devices, Advanced Lasers, and Neurotechnologies. Our research activities are strategically focussed to ensure academic excellence is combined with strong industrial engagement, and alignment with crucial challenges in the science and engineering of photonic systems. The IoP is host to a broad range of optical measurement laboratories and a state-of-the-art 500m<sup>2</sup> microfabrication facility, which has benefitted from recent investments in key semiconductor processing equipment. We have been partners in all three phases of the UK National Quantum Technology Hub programme and are partners in two EPSRC Innovation and Knowledge Centres in Semiconductor Technologies. We host prestigious fellowships from the Royal Academy of Engineering, the Leverhulme Trust and the Turning Institute and were recognised in the University's award of the Queen's Anniversary Prize for Higher and Further Education in 2024.

The successful candidate will also benefit from the Institute's strategic partnership with Fraunhofer Centre for Applied Photonics, a leading and prestigious applied research centre, enabling engagement with industrial partners and the delivery of application-driven, translational research. Fraunhofer CAP, co-located with the IoP in the University's Technology and Innovation Centre, is the UK's first and only Fraunhofer research centre, these prestigious research centres comprising the 'top tier' of Fraunhofer's international engagement. Fraunhofer CAP operates under Fraunhofer UK Research Ltd, a not-for-profit UK company limited by guarantee, located in Glasgow. Prioritizing key future-relevant technologies and commercializing its findings in business and industry, Fraunhofer-Gesellschaft plays a major role in the innovation process.

To be considered for the role, you will have a PhD in an appropriate discipline (ideally physics or engineering), significant relevant research and technical experience in photonics, aligned with the core expertise of the Institute of Photonics, and a track record of research publications, conference presentations and generation and filing of intellectual property rights appropriate to your career history. You will have demonstrated an ability/potential to develop research proposals or technology-based commercial contract proposals and to attract research and/or R&D funding. You will have experience of planning and organising workloads, including the ability to supervise and delegate technical work and you will have a demonstrated ability to work within a team environment, including team leadership. You will have excellent interpersonal and communication skills, with the ability to listen, engage and persuade, and to present complex information in an accessible way to a range of audiences, partners, and stakeholders. As an academic, you will contribute to the research,

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teaching, and administrative activities of the group and the wider department. Experience in the supervision of PhD/EngD students (either as an academic or industrial supervisor) and delivery of undergraduate teaching is desirable.

The University welcomes applications from candidates across a broad range of backgrounds, recognising that diversity strengthens our academic community and enriches our research and teaching mission. As an employer committed to equality, diversity, and inclusion, we strive to cultivate a supportive and respectful environment in which all colleagues can succeed. The University offers high-quality working conditions, including flexible working arrangements where appropriate, to enable staff to balance their professional commitments with personal and family responsibilities.

You'll be rewarded with:

- Growth of your research portfolio and generous start-up package
- Reduced teaching load over the initial years of your appointment
- 2-year post-doctoral position/research assistant from the Global Talent fund
- In addition, we will also offer a PhD position funded by the University - this follows the standard UKRI stipend level and is a scholarship that is tax-free.
- Support through our academic career development framework to gain feedback on your performance, meet your training needs and enhance your effectiveness – allowing you to be ready for promotion within 5-years of your appointment.
- Mentoring, to help you establish a balance of research, teaching, knowledge exchange and citizenship responsibilities while enhancing your leadership qualities to support your long-term career.

*\* Your appointment will normally be at Lecturer level (exceptionally, at Senior Lecturer, Grade 9, £59,966 - £67,468, where you have a strong track record in research leadership) for 5 years, with the expectation that you'll meet our promotion criteria within that period and be transferred to Senior Lecturer (or, where you've been appointed as a Senior Lecturer, Reader) level.*

## Job Description

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### Brief Outline of Job:

Initially, your focus will be on establishing a substantial, strategically-aligned research portfolio, with appropriate attraction of external funding. A lower teaching load will be assigned to you during the initial period of this post to enable development of your research activities. Other duties commensurate with the Lecturer career stage will be agreed with the Head of Department.

### Main Activities/Responsibilities:

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1. **Research Leadership and Dissemination:** Engage in individual and collaborative strategically-aligned research, establishing a distinctive programme of research and disseminating results through regular publications in high impact journals, books and conference proceedings.
  2. **Funding:** Apply, as Principal- and Co-Investigator, to appropriate external bodies for research funding and manage grants awarded.
  3. **Knowledge exchange:** Develop knowledge exchange activities by, for example, establishing research and/or educational links with industry and influencing public policy and the professions.
  4. **Additional activities:** Undertake additional activities relating to research, teaching, knowledge exchange and administration relevant to career stage.
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## Person Specification

### Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

E1. A PhD in a relevant area of Physics or Engineering.	Essential
D1. Membership of relevant Chartered/professional bodies (including the Higher Education Academy)	Desirable

### Experience

E2. Strategically-aligned research interests, with a body of published research in high quality publications demonstrating standards of excellence.	Essential
E3. Track record of securing research funding and/or potential to lead successful research bids, including research fellowships (e.g. UKRI Future Leaders Fellowship, Leverhulme, Royal Society, ERC)	Essential
E4. A passion for delivering research-integrated teaching and a commitment to providing an excellent learning and teaching experience for Strathclyde students.	Essential
E5. Ability to work within an academic team environment and lead teams where required, in a manner consistent with the University's Values.	Essential
E6. Excellent interpersonal and communication skills, with the ability to listen, engage and persuade, and to present complex information in an accessible way to a range of audiences;	Essential
D2. Relevant teaching experience at undergraduate and/or postgraduate levels;	Desirable
D3. Track record in knowledge exchange related activities.	Desirable

### Personal Attributes

E7. Excellent interpersonal and communication skills, with the ability to listen, engage and persuade, and to present complex information in an accessible way to a range of audiences	Essential
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## Application Procedure

Applicants should visit Strathclyde's vacancies portal and complete an online application form including the name of three referees who will be contacted without further permission, unless you indicate you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter detailing the knowledge, skills and experience you think make you the right candidate for the job as well as a Research Plan outlining your research strategy for the next 5 years. Applicants should also complete the Equal Opportunities Monitoring Form.

The University of Strathclyde encourages the recruitment of disabled and neurodivergent candidates. If you require any reasonable adjustments or support at any stage of the recruitment or application process, please contact us at [humanresources@strath.ac.uk](mailto:humanresources@strath.ac.uk), and we will be happy to assist you. This includes supporting you with the option to submit a paper application or a CV instead of completing the online application form.

## Interviews

Formal interviews for this post are expected to be conducted in April 2026.

The University is a Disability Confident Employer and operates a guaranteed interview scheme for disabled candidates who meet all the essential criteria for the post that they are applying for.

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## Other Information

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Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforus>).

Informal enquiries about the post can be directed to Prof. Michael Strain, [michael.strain@strath.ac.uk](mailto:michael.strain@strath.ac.uk)

## Conditions of Employment

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Conditions of employment relating to the Choose a Staff Category. staff category can be found at: [Conditions of Employment](#).

## Rewards and Benefits

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Our comprehensive benefits package, including generous annual leave, family-friendly benefits, flexible work options, and a commitment to continuous learning, reflects our appreciation for the valuable contributions of our colleagues.

We understand that each staff member has unique priorities and lifestyles, so our diverse benefits ensure there is something for everyone, details of which can be found on our [Rewards and Benefits webpage](#).

- **Financial Rewards:** We provide attractive financial packages, including competitive salaries, relocation support for employees and a generous pension scheme, with university contributions of 14.5%.
- **Work-Life Balance:** We are dedicated to enhancing healthy work-life balance for our employees. We offer generous annual leave, an additional annual leave purchase option, flexible and agile work arrangements.
  - Annual Leave: Generous entitlement of 31 days, in addition to 11 public holidays and University closure days.
  - Additional annual leave purchase: Option to request purchase of 2 weeks' additional annual leave per year.
  - Flexible and agile working: The University provides flexible work arrangements. You can request arrangements that fit you and your role, such as hybrid, part-time, compressed hours, term-time, adjusted shifts, staggered hours. These requests can be made from the first day of your employment.
- **Family Friendly Benefits:** We offer a variety of enhanced family-friendly benefits to support our employees in balancing work and family responsibilities. These include Maternity Leave, Paternity/Maternity Support, Adoption Leave, Shared Parental Leave, Parental Leave, Carers Leave and support, Family Friendly Research & Scholarship Leave, and access to our on-campus nursery.
- **Career Development:** Our commitment to personal development is reflected in initiatives such as professional courses, subsidised educational programs, coaching and mentoring, leadership development, secondment opportunities, and access to our library.
- **Health & Wellbeing:** We place high importance on the safety, wellbeing, and health of all our staff and offer discounted Strathclyde Sport membership, an Employee Assistance Programme (EAP), Occupational Health Service, and Cycle to Work scheme.
- **Recognition Awards:** At Strathclyde, we place a strong emphasis on acknowledging and rewarding our staff's commitment and exceptional contributions. This is demonstrated through our Long-Service Awards and our Values-based Strathclyde Medals.

## PVG Check

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This position involves regulated work, making it a legislative requirement that the successful candidate becomes a member of the Protection of Vulnerable Groups Scheme. If appointed, employment with the University will not be confirmed until membership of the Scheme has been received. The successful applicant will be precluded from working with protected groups until that time.

## Basic Disclosure

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This role requires the satisfactory outcome of a Basic Disclosure Scotland Check. The successful applicant will be asked to carry out a Basic Disclosure Scotland Check. Whether an outcome is satisfactory will be determined by the University.

## Pre-Placement Health Screening

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If you are offered a job with us, you'll be encouraged to let us know about any disability, medical condition, or neurodivergence you have by completing a confidential pre-placement health questionnaire. Completing the questionnaire is entirely voluntary but by doing so we can put in place the right support and make any reasonable adjustments before you start.

## Probation

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Where applicable, the successful applicant will be required to serve a [Select a period](#). probationary period.

## Pension

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The successful applicant will be eligible to join Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

## Relocation

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Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the [Relocation Policy](#).

## Equality and Diversity

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The University of Strathclyde is a socially progressive institution that strives to ensure equality of opportunity and celebrates the diversity of its student and staff community. Strathclyde is people-oriented and collaborative, offering a supportive and flexible working culture with a deep commitment to our [equality, diversity and inclusion charters, initiatives, groups and networks](#).

We strongly encourage applications from Black, Asian and minority ethnicity, women, LGBT+, disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

The University currently holds an [Athena Swan Silver award](#), recognising our commitment to support and transform gender equality within higher education and research.

## University Values

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The University's Values capture what we're all about: who we are, what we believe in and what we stand for. [Our Values](#) have been derived from how we act and how we expect to be treated as part of Strathclyde.

In delivering **our People Strategy**, we will contribute, act, and make decisions guided by these values.

- **People-oriented:** committed to our staff and students, providing opportunities, and investing in their development.

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- **Bold:** confident and challenging in what we do, and supportive of embracing appropriate and managed risk in our decision-making.
- **Innovative:** focused on discovering and applying knowledge with impact and encouraging creative thinking and new ideas.
- **Collaborative:** working together, with our colleagues and external partners, with integrity and in an open, respectful way.
- **Ambitious:** for our institution, staff and students as well as supporting the ambitions of our partners.



Athena  
Swan  
Silver Award



Proud to have signed  
The Pregnancy  
Loss Pledge

