

Head

Department of Law and
Criminology



Welcome from the Vice-Chancellor

Thank you for your interest in the post of Head of Department.

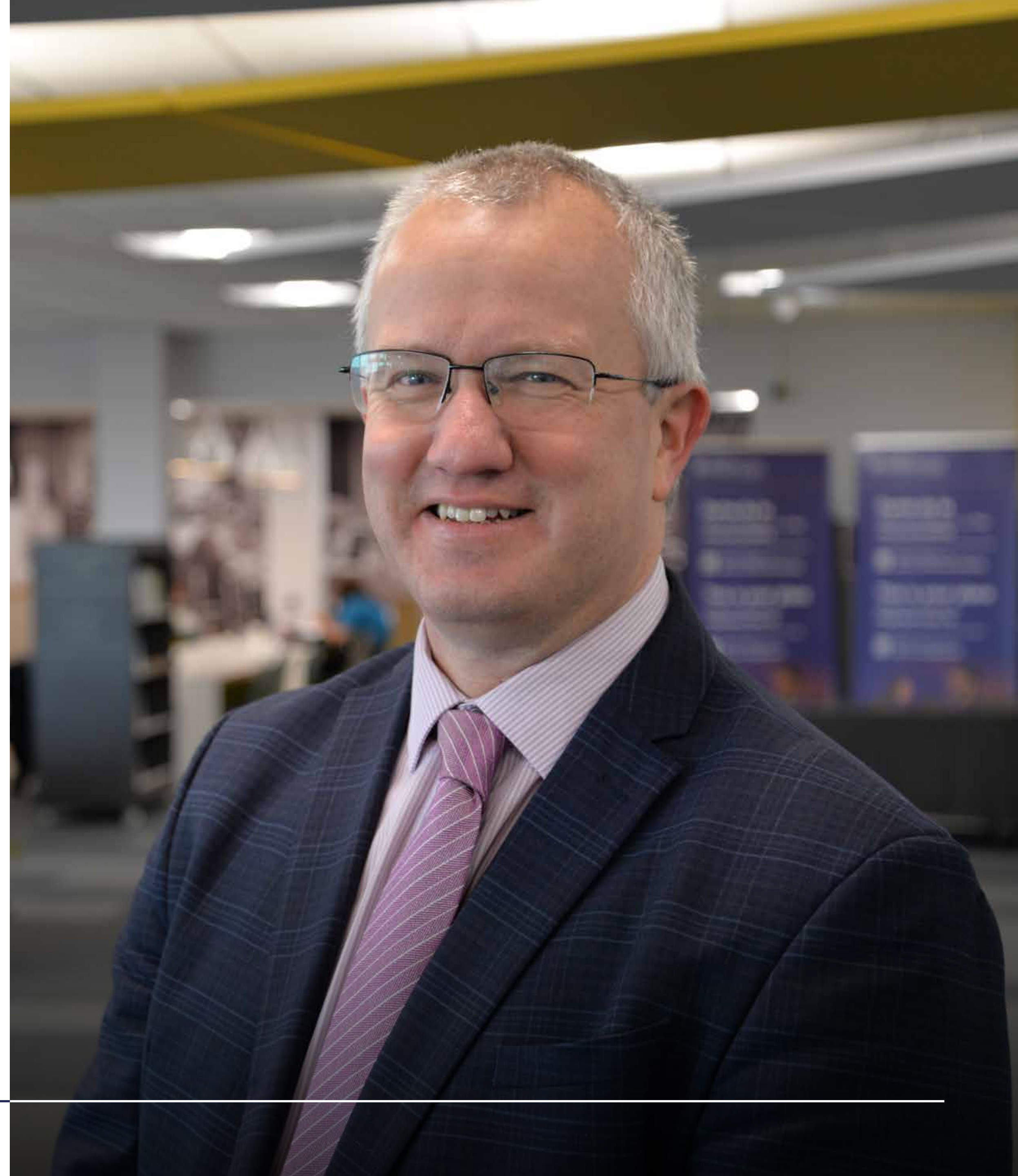
Since its foundation over 150 years ago, Aberystwyth University has recognised the importance of education, and crucially education for all and the impact that a university can have on people and the wider society. We are a research-led university and aim to make a difference in the research that we do for the benefit of society. We are consistently recognised for our outstanding student experience and teaching and strive to ensure we provide our students with the best possible education to prepare them for the next stages of their lives. The Times and Sunday Times' Good University Guide 2025 placed us as the top university in England and Wales for student experience, and in 2024 we ranked among the top 3 in the UK for teaching quality. We are a vibrant academic community, and we are very fortunate to live and work in a stunning part of the world, providing not only inspiration, but an opportunity to relax and enjoy life.

We are about to embark on the next stage of our journey, one that is full of challenge, but also of great opportunity so it is an exciting time to be joining us. If you have the skills and expertise we need, plus the leadership qualities to drive forwards our ambitious agenda, then I will look forwards to hearing from you.

Thank you again for your interest.



Professor Jon Timmis
Vice-Chancellor



Aberystwyth University

Aberystwyth University has a proud tradition of academic excellence and a focus on delivering an exceptional student experience. Located between the mountains and the sea, Aberystwyth is a uniquely stunning setting of regional, national, cultural and commercial importance.

Over 150 years, Aberystwyth University has developed into a strong, research focused academic community of over 1,800 staff and 6,500 students from across the globe, generating c £125m turnover annually.

Our mission is to deliver inspirational education and research in a supportive, creative and exceptional environment in Wales. Student life here revolves around our coastal campus and the safe, close-knit yet cosmopolitan town of Aberystwyth.

The 2024 National Student Survey showed that Aberystwyth students are some of the most satisfied with their university, coming top in Wales for the ninth consecutive year. These high student satisfaction rates reflect the calibre of the education we offer as well as recent investments of over £100m in enhancing and extending our already excellent residential and teaching facilities and a new AberInnovation campus. Lecture theatres and teaching spaces across the University have been refurbished and upgraded, with facilities to record all lectures for revision and learning consolidation. Through targeted investment, we are committed to ensuring our students benefit from world-class teaching and learning facilities and acquire the skills they need to succeed in life.

Some of our particular fields of research excellence include Computer Science, Geography and Environmental Science, International Relations, Agriculture and Life Sciences. Recently, the University was presented with the prestigious Queen's Anniversary Award for its pioneering parasitology work.

We are proud to have recently opened Wales' first School of Veterinary Science and new Veterinary Education Centre, alongside our existing crucial veterinary hub and category 3 bacteriological labs to support research into animal and human health. We are also home to the National Phenomics Centre, featuring the most advanced research greenhouse in the UK, based at our Institute of Biological, Environmental and Rural Sciences. Other new developments include new Nursing provision in support of local and regional health needs.

Student life is further enriched by our active Students' Union, which runs more than 150 different clubs and societies. We have our own Sports Centre on campus with a swimming pool, gym, climbing wall, wellbeing and fitness classes. Our on-site Arts Centre is one of the largest in Wales with theatre, exhibition and performance spaces as well as a boutique cinema, bar and café.

We are currently working towards a new strategic plan 'For the 2030s'.



Awards and Accolades

Aberystwyth University has been successful in a range of prestigious awards, accolades and rankings in recent years, including:



Top in England and Wales for Student Experience

(Good University Guide 2025, The Times and Sunday Times)

Welsh University of the year

(Good University Guide 2024, The Times and Sunday Times)

Top in Wales and 2nd in the UK for Student Experience

(Good University Guide 2024, The Times and Sunday Times)

Top in Wales and 3rd in the UK for Teaching Quality

(Good University Guide 2024, The Times and Sunday Times)



98% of research is of an internationally recognised standard or higher

(Research Excellence Framework 2021)



Top in Wales for Student Satisfaction

(National Student Survey 2024)

Top in Wales and Top 10 in the UK for Academic Support, Organisation and Management, and Learning Resources

(National Student Survey 2024)



Top in the UK for Lecturers and Teaching Quality

(WhatUni? Student Choice Awards 2023)

Top in the UK for Student Life

(WhatUni? Student Choice Awards 2023)

Top 3 for University of the Year

(WhatUni? Student Choice Awards 2023)

Top 5 for Facilities

(WhatUni? Student Choice Awards 2023)

Top 5 for Halls and Student Accommodation

(WhatUni? Student Choice Awards 2023)



Top University in Wales and 3rd in the UK for Course Satisfaction

(The Guardian 2023)



Awarded The Queen's Anniversary Prize in recognition of its pioneering parasitology work

(2023)



Green Flag Award for Aberystwyth's Penglais Campus

(2015, 2016, 2017, 2018, 2022)



Our History and Heritage

As the first University College in Wales, Aberystwyth has a long and distinguished tradition of teaching and research, and our establishment in the 19th century is one of the great stories of pioneering achievement in modern Welsh history.

Led by London Welshman Hugh Owen, a small group of patriots sought from the 1850s onwards to raise enough money by public and private subscription to establish a college of university status in Wales. A project of enormous ambition, the University opened its doors in 1872 initially with a handful of teachers and just 26 students in what was then a half-finished hotel building ('the Old College') on the seafront.

The first decade presented many challenges for the University's survival. The generosity of a few individual benefactors and organised appeals for support from the ordinary people of Wales kept the University in being, and, perhaps more importantly, deeply rooted it in the minds and the affection of the Welsh people. A matter of considerable pride is that the University has made a significant contribution to the education of women, being one of the first institutions to admit female students.

Since those early days, Aberystwyth University has gone from strength to strength and now has more than 6,500 students and 1,800 staff. As the institution grew, its main campus moved from Old College on the seafront to Penglais hill.

This finely landscaped site enjoys spectacular views over the historic market town of Aberystwyth and the Cardigan Bay coastline. New buildings, including major arts and science developments, halls of residence, a magnificent Arts Centre and first-rate sports facilities are located here.

Old College remains an integral part of the University and there is work afoot to refurbish this iconic building, which is treasured as one of the UK's most significant pieces of Gothic revival architecture. The ambition is to bring the Old College back to life as a vibrant heritage and cultural centre that will attract local people as well as visitors from far and wide with exhibition rooms, spaces for learning and knowledge sharing, and a hub for creative business start-ups.



Our Research

Research is a critical and integral part of the University’s mission and work. It is supported by our Research Strategy, which sets out the principles that underpin how we pursue research at Aberystwyth. It identifies a series of actions which will help to develop our research over the next five years, and it articulates how we will further develop a research environment that is ambitious, outward-looking, engaged and inclusive.

Aberystwyth University has a long and distinguished record of undertaking cutting edge research across a range of disciplines. The work of our academics has been recognised as world-leading or internationally excellent in terms of its originality, significance and rigour (REF 2021). These results show that the overall quality of research at Aberystwyth has risen since the last assessment in 2014, with 98% of all our research activity being of an internationally recognised standard or higher, within all 14 Units of Assessment submitted. The findings also show that more than three quarters of our research was categorised as either world-leading (4*) or internationally excellent (3*), an increase of 9 percentage points on REF 2014.

The University has an excellent range of facilities and resources to assist with research activities, with three libraries including the National Library of Wales.

Aberystwyth enjoys research excellence across the University. Particular strengths are Computer Science, Geography and Environmental Science, International Relations, Agriculture and Life Sciences.



Fractal Clock

The Fractal Clock is the work of Richard Downing, a lecturer in the Department of Theatre, Film and Television Studies. Over the course of 60 minutes, a total of 81 rotating triangles of glass make a delicate journey of shifting patterns towards a moment of resolution, offering a mesmerising re-encounter with time, space, place and perspective.

Our Role in the Community

The University enjoys a close relationship with the community - locally, regionally and nationally - and is committed to developing its civic mission activities. The University plays a key role in the economy, is a major employer and vital economic and cultural hub in the region. Much of its unique character comes from the combination of a friendly, welcoming and inclusive staff and student body, with the safe environment and sense of community shared by the University, the town and surrounding areas.

Aberystwyth University Sports Centre

Based on Penglais campus, Aberystwyth University Sports Centre (SportAber) is open to students, staff and the wider community. Every year, it welcomes more than 250,000 people to use its wide range of indoor and outdoor facilities. These include a fully equipped gym, a swimming pool and sauna, a climbing wall, an all-weather 3G pitch, squash and badminton courts, as well as a host of fitness and wellbeing classes. The University also has playing fields at Blaendolau and Vicarage Fields in Llanbadarn Fawr.

University Music Centre

The University Music Centre promotes a wide-ranging programme for performers and listeners. The Centre provides facilities for students and the local community. It has numerous pianos, a two-manual electronic organ, harp, harpsichord and chamber organ, as well as percussion and other instruments. The Music Library houses a large sheet-music collection with particularly strong holdings of chamber and orchestral music. Music books can be found in the Hugh Owen Library and, of course, the enormous resources of the National Library of Wales are close at hand.

The Mid-Wales Growth Deal

The Mid-Wales Growth Deal is a joint £110m initiative by the governments in Cardiff and Westminster to grow the economy in mid-Wales and create new, high-value jobs in the region. The University has been invited to submit Outline Business Cases for two projects: the National Spectrum Centre and the Green Futures Innovation Park (the latter building on the success of AberInnovation). If successful, the two projects combined will see a capital investment of c.£50m into the University which will include a degree of match funding from other investors.

Aberystwyth Arts Centre

Located in the heart of our Penglais campus, Aberystwyth Arts Centre is one of the largest arts centres in Wales and attracts more than 700,000 visits every year from the town and surrounding counties. The award-winning centre is supported by the Arts Council of Wales and recognised as a 'national flagship for the arts'. It has a wide-ranging artistic programme, both producing and presenting, across all art forms including drama, dance, music, visual arts, applied arts, film, new media, and community arts. The centre's facilities include a concert hall (the Great Hall), a theatre (Theatr y Werin), a performance studio, exhibition spaces, a boutique cinema, bookshop and café bars.



Knowledge, Exchange and Innovation

AberInnovation

This newly opened campus allows vital research to be undertaken at the cutting edge of new technologies with some of the country's most innovative companies. AberInnovation offers world-leading facilities and expertise within the biotechnology, agri-tech and food and drink sectors, and is supported by our University, the European Regional Development Fund through Welsh Government, and the Biotechnology and Biological Sciences Research Council (BBSRC).

AberInnovation has the following facilities:

- **Biorefining Centre:** A pilot scale facility for extracting, analysing and optimising chemicals from biomass and process sidestreams, with integral industrial biotechnology and a food grade environment;
- **Future Food Centre:** A food grade environment for the testing, validation and improvement of existing and novel materials as foods, including nutritional content, advanced compositional analysis, shelf life and consumer preferences;
- **Advanced Analysis Centre:** Modern laboratories with state-of-the-art analytical chemical instrumentation provide a research environment which addresses and aims to fulfil collaborators' analytical needs;
- **Seed Biobank:** A controlled environment facility for the secure storage and cataloguing of plant genetic resources.

National Plant Phenomics Centre

The University also hosts the National Plant Phenomics Centre, with the most advanced research greenhouse in the UK, based at our Institute of Biological, Environmental and Rural Sciences. The Centre is a Biotechnology and Biological Sciences Research Council (BBSRC) supported national facility and was developed at a cost of £6.8m. The research conducted here helps to develop new plant and crop varieties to help tackle the global challenges of climate change, food security and replacing oil-based products.

Department of Research, Business & Innovation

The Department of Research, Business & Innovation (RB&I) offers a range of support services to research active staff – from professional development to preparing grant applications. The Department is also the gateway for industry and other external organisations to discover more about the wealth of knowledge exchange opportunities offered by Aberystwyth University, and how business and academia can work together. To find out more on some of Aberystwyth University's high impact collaborative research projects, please visit [here](#).

Spin-Out Ventures

Aberystwyth University supports staff who wish to develop their research outputs into commercial ventures. The University encourages future entrepreneurs and the establishment of new businesses as a means of generating a route to market for University intellectual property because of the significant benefits to the University, its staff, to Wales and further afield. Research, Business & Innovation work with academic staff to:

- Identify valuable and impactful intellectual property;
- Assess commercial potential of a future product /service;
- Support the development of robust business plans;
- Assist in fund-raising and networking.

Our Technology Transfer team works with a Commercial Advisory Panel of industry and government experts, to review business ideas and mentor staff around business planning and fundraising. Examples of our spin-out companies can be found [here](#).



The Student Body

Aberystwyth University prides itself on being research intensive but also student orientated. Our aim is to create an environment where students can develop and learn; where they are challenged to think critically and independently; and where they can be innovative and creative as part of a supportive academic community.

We remain the top university in Wales for student satisfaction for the ninth consecutive year according to the latest NSS. The Times and Sunday Times' Good University Guide 2024 ranked us 39 out of 131 universities across the UK, based on satisfaction with our teaching quality, student experience, and degree completion rates. Every one of our academics takes course design, interaction and collaboration, assessment, and learner support seriously.

The breadth of departments whose academics came away with plaudits at the University's Exemplary Course Awards for innovation in teaching – Theatre, Film and Television Studies, Psychology, Physics, The Graduate School, Lifelong Learning, School of Education, Aberystwyth Business School, Learning and Teaching Unit, and Welsh and Celtic Studies – illustrates our strength in depth.

Our accolades as the top university in Wales and top three in the UK for teaching quality and student experience (Good University Guide 2024, The Times and Sunday Times) are testament to our standards, and the dedication of our staff who go that extra mile to make sure students receive the best possible education. Student satisfaction is reflected not only in our consistently high NSS outcomes, but also in our students voting us top in the UK for lecturers and teaching quality in the 2023 WhatUni? Student Choice Awards.

Student recruitment

The University's student body has grown over the last three years and there are ambitious targets for further growth. Currently 29% of our students come from Wales, 60% from the rest of the UK, and 11% from overseas.

Growth is projected across domestic and international students, and there will be a greater focus on the international market. As well as historic ties with Malaysia and China, the University has seen recent growth in student numbers from South Asia and Africa.

Unusually for a UK university North Americans make up the largest proportion of our international student body and, as well as sustained growth there, we also have permanent recruitment presences in China, India and Malaysia.

In a difficult year for the sector, we saw growth in our UCAS applications for 2024 entry by almost 15% over 2023, and in every region of Wales, England and Northern Ireland. Internationally we saw a decline in applications from some regions but have continued strong growth in North America.



Investing in the Future

We invest continuously in facilities to enhance the student experience at Aberystwyth University. These developments will be in line with our Towards Net Zero Carbon Strategy 2030.

Innovation and Enterprise Campus

The University, with the support of the Welsh Government and the Biotechnology and Biological Sciences Research Council, has invested £40.5m in the development of a new UK Innovation and Research Campus at Gogerddan.

The Aberystwyth Innovation and Enterprise Campus (AIEC) includes an internationally recognised facility to attract further research funding so that companies and researchers can undertake collaborative research projects to boost the bio-economy. The research is expected to generate innovative new products, services and spin-out companies in sustainable food, health, biotechnology and renewable energy sectors.

Pantycelyn

With the support of a £5m grant from Welsh Government, this £12m project has seen Pantycelyn reopen as the beating heart of Aberystwyth's vibrant Welsh speaking community. It is the home of UMCA, Aberystwyth's Welsh Students' Union, Y Geltaidd's sports teams and social activities, and the Pantycelyn choir.

New life for Old College

Aberystwyth University is working on exciting plans to transform Old College into a vibrant heritage and cultural centre which will attract local people as well as visitors from far and wide.

The proposals would see this iconic building on Aberystwyth's popular promenade take on a new lease of life as an exhibition centre, a place of learning and a hub for creative business start-ups.

Centre of Veterinary Excellence at Aberystwyth

A key part of Wales' first and only School of Veterinary Science, the new Veterinary Education Centre, a £2.4m investment, was opened by King Charles III. The Centre offers new teaching facilities on the University's Penglais campus with anatomy and study facilities.

Category 3 Research Labs

The University's status as the leading research institute for animal health in Wales was reinforced by the development of the state-of-the-art veterinary hub to drive forward research to protect animal and human health. The project provides category 3 bacteriological labs, as a leading secure environment for work on Bovine TB, in addition to a range of other animal health initiatives. This exciting development will work with industry to produce new tests and vaccines to reduce loss in the livestock industry by supporting businesses whose trade is in livestock, in addition to the further development of veterinary practices, other animal health care business, biotechnology, animal food manufacture and other allied industries.

Equality, Diversity and Inclusivity

Aberystwyth are also hugely committed to building an inclusive and diverse institution. We know the development and promotion of equality and diversity across our University's practices and activities are key to our success. Our Strategic Equality Plan demonstrates our ambition to foster an inclusive learning and working community, free from discrimination, harassment and victimisation, where staff and learners are supported, feel respected, and can realise their potential.



About the Role

Wales' oldest University Law department will celebrate its 125th anniversary in 2026, as well as twenty years of teaching Criminology, and this is an exciting opportunity for an outstanding academic leader to shape the next phase of its development.

We are now seeking a new Head of Department to lead the Department to deliver on the new University Strategy. We are looking for an inclusive, strategic leader, who will work as part of the new Faculty and develop a strong reputation for the Department. It is an exciting time to join AU and this opportunity provides the chance to make a significant contribution to the success of AU over the coming years. We expect you to have an excellent academic reputation in a relevant field and a genuine passion for education, research and the importance of Universities in social and economic impact.

The Head of Department provides academic leadership; encourages and develops excellence in teaching and research; manages and develops the department, its staff and its activities through the most effective and efficient use of resources delegated to it from the Faculty, and, within the framework of the AU and relevant Faculty strategic plan and policies, represents the department to the University.

The role reports to the Faculty Pro-Vice Chancellor and is a member of the Faculty Executive.



Key responsibilities

This job description is subject to review and amendment in the light of the changing needs of the University, to provide appropriate development opportunities and/or the addition of any other reasonable duties.

Academic leadership

Working with the Faculty Pro-Vice-Chancellor for Humanities:

- Ensure the Department operates within the financial regulations and procedures of the University and to ensure that all financial and academic performance targets are met;
- Be responsible for the formulation and development of Departmental plans, consistent with the integrated planning requirements of the Faculty and University;
- Be responsible for performance in the Department overall so that it aligns with Key Performance Indicators and targets set by the Faculty and University. This will encompass all key performance areas beyond financial performance, including but not limited to NSS, and student recruitment;
- Ensure appropriate usage of space within the space envelope made available to the Department, working with the Faculty to ensure compliance with the space management policy;
- Work closely with faculty academic and professional services leads in a cross-faculty manner to ensure that the Department has effective resource management plans in place for business continuity in the event of disruption to buildings, processes, systems, or staffing which are aligned with other departments and the faculty;
- Maintain and enhance the reputation of their discipline and department at national and international levels, promoting the reputation of their Faculty wherever appropriate;
- Maintain personal research profile.

Management and Administration

- To participate in the strategic planning and management of the Faculty of Humanities, as a member of the Faculty Executive Committee;
- To ensure that staff and students are appropriately advised to ensure compliance with Faculty and University policies and procedures affecting them;
- Ensure that the Department develops and agrees modules and degree schemes, including provision through the medium of Welsh;
- To take on tasks at Faculty level as required by the Faculty Executive;
- Identify administrative tasks and delegate them to appropriate groups and individuals; or ensure their appropriate discharge in the Faculty through liaison with the Faculty Operations Manager;
- Take responsibility for ensuring that staff workloads are equitably distributed, and assure adherence to any workload model;
- Develop, implement and monitor appropriate quality assurance mechanisms in accordance with AU policies and procedures, reporting to the Pro Vice Chancellor of Education and Student Experience;
- Ensure that legal requirements are met and be aware of AU's policies, systems and procedures and ensure that they are observed, and that relevant information is disseminated to staff as appropriate.



Key responsibilities (continued)

Management of Teaching and Assessment

Working with the Assistant Pro-Vice Chancellor for Education and Student Experience in the Faculty of Humanities:

- Ensure that the Department continues to deliver high-quality teaching and learning within a suite of outstanding degree programmes at all levels;
- Ensure that the Department provides an appropriate learning environment to fully optimise the student experience;
- Ensure appropriate levels of support in accordance with Faculty and University policies for the academic progression and welfare of students registered within the Department;
- Provide leadership in the preparation for audit and other quality assurance activities including professional accreditation.

Management of Research

Working with the Assistant Pro-Vice Chancellor for Research in the Faculty of Humanities:

- Ensure that the Department promotes and fosters a culture of research excellence with appropriate research governance and the associated procedures including peer review and monitoring research performance;
- Advise and lead on strategic research initiatives (increasing research funding bids, winning larger grants, preparing for fellowships, multidisciplinary research, Research Excellence Framework (REF) submissions etc.);
- Lead entrepreneurial activity, by identifying and exploiting areas of future development and re-direction and promoting income generation, particularly in line with the relevant Faculty commercial strategies, and encourage working with the University Research Office;
- Champion a research culture that attracts, develops, and retains our academics, researchers and post-graduate students.

Managing People

- Manage, deploy and develop departmental staff of all categories, in line with Faculty staffing guidelines and budgetary constraints;
- Develop effective recruitment and retention practices in accordance with University policies and practices, with reference to Faculty HR designated partner;
- Ensure that all staff receive appropriate induction on appointment to the department or when taking up significant new roles and responsibilities within the department;
- Be familiar with and implement the University's policies and procedures in relation to staff;
- Operate AU policies and procedures for the appraisal, training and development, performance management, attendance (including sickness absence management and industrial action) of staff, drawing on support from the Faculty HR designated partner;
- Develop and promote effective and appropriate communication processes within the department (staff and students), and between the department, the Faculty and other departments to ensure proper information flow;
- Ensure that the University's Equal Opportunities and Diversity Policy, and its procedures (as they relate to staff and to students) are known and actively applied within the department;

- Ensure compliance with the statutory Welsh Language Standards imposed on the University by the Welsh Language Commissioner;
- Foster an inclusive and performance focused culture, encouraging staff engagement and motivation to deliver so that students' progress and achieve within a stimulating and creative environment.

Other Responsibilities

- To undertake health and safety duties and responsibilities appropriate to the post;
- To be committed to the University's Equal Opportunities and Diversity Policy and Welsh Language Standards, together with an understanding of how they operate within the responsibilities of the post;
- To be committed to your own development and that of your staff through the effective use of the University's staff development and performance review;
- Any other duties reasonably requested.



Person Specification

Essential

Qualifications:

- Candidates should have an advanced degree (PhD or equivalent) in an appropriate discipline or appropriate professional qualification.

Experience or an understanding of the following:

- Demonstrable evidence to lead change effectively.
- A successful track record of academic leadership and management, with the ability to motivate and engage others to deliver high performance.
- Providing effective control of expenditure and a thorough understanding of the University financial regulations and procedures.
- A commitment to and evidence of a strong contribution to the development of effective Teaching and Learning Strategies.
- An effective contribution to the development of a strong departmental research environment.
- Proven commitment to research-led teaching.

Knowledge:

- An understanding of HE external environment, in terms of sources of both teaching and research funding.

Skills:

- Excellent communication skills.
- Proven ability to manage and motivate staff at all levels, with evidence of a contribution to the development and performance of colleagues.
- Ability to monitor budgets in conjunction with the Faculty and Finance Office.
- Ability to interpret data and management information and use to support decision-making.
- Demonstrable commitment to the University's mission, vision and values.
- Commitment to ensuring equality and diversity and an inclusive workplace and student experience.

Welsh Language:

- Oral (spoken) and Written Welsh Level A1* or evidence to demonstrate an on-going commitment to learn Welsh to this level.

Desirable

- Teaching qualification or equivalent experience.
- Experience of academic policy planning including Welsh medium provision.
- Oral (spoken) and Written Welsh Level C1*.

* More information on Welsh Language Levels can be found at: aber.ac.uk/en/hr/policy-and-procedure/welsh-standards/



How to apply

Aberystwyth University has appointed Dixon Walter, an executive search agency, to assist with this appointment.

Information and details about how to apply can be found at www.dixonwalter.co.uk/opportunities/aber-head-of-law-crim-school

Applications should be made via email to simon@dixonwalter.co.uk by **midnight on Sunday 8 June 2025** and should consist of:

- a letter of application setting out your interest in the role and details of how you match the requirements in the person specification
- a comprehensive curriculum vitae
- details of three referees and your notice period (referees will not be contacted without your permission)
- a completed personal details form (available from the website above).

For further information and details about how to apply, please contact Simon Critchley at simon@dixonwalter.co.uk or call 07891 842 347.

Aberystwyth University is committed to promoting equality and diversity, and endeavours to be inclusive, valuing the diversity of its staff, students and community. Applications from all backgrounds and communities and, those that are currently underrepresented in our workforce are welcome. This includes but is not limited to Black, Asian and Minority Ethnic candidates, candidates with disabilities, and female candidates. Where appropriate, all reasonable adjustments are made to enable staff members to effectively carry out their duties.

Aberystwyth University is a bilingual institution which complies with the Welsh Language Standards and is committed to Equal Opportunities. We welcome applications in Welsh or English and these will be treated equally. Please indicate your preferred language for correspondence.

