

CANDIDATE PACK

Chair in Wireless Communications

Institute for Communications Systems (ICS)

School of Computer Sciences and Electronic Engineering

Closing Date for Applications

23:59 Sunday 16th October 2022

Interviews planned for Friday 28th October 2022



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WELCOME MESSAGE FROM THE VICE CHANCELLOR

FORWARD THINKING AND DOING

Surrey is made up of many talented individuals who make us a great institution. And working together, and connecting with external institutions, businesses and government make us even stronger.

Since the University's founding in the 1960s, and before that at Battersea College, our community has thrived on strong connections with the world outside our campus. This spirit of collaboration is evident across the University today at every level. It informs our teaching, adds value to our research and increases our impact – connecting people with ideas, students with opportunities and businesses with technology.

Collaboration begins with the connections we make in our community, supporting projects that make a difference locally, and extends to our global partnerships that are enabling transformative research in areas such as 5G and 6G, AI, cancer treatment and sustainable tourism.

Around the globe and beyond, Surrey plays a significant role. We were one of only a few UK universities invited to take part in the GREAT Festival of Innovation in Hong Kong, a wonderful forum for collaboration and interdisciplinary discussion on technologies that will drive the UK's future economic growth. We also saw the first successful deployment of the RemoveDEBRIS satellite, a project we are leading with a consortium of space sector organisations.

There's real energy, momentum and ambition to Surrey. It has always been part of us, and I'm excited to be able to share with you how we're taking that energy forwards into the future using our values of;

- **Inclusion** - to value everyone in our community
- **Inspiration** - to find it in ourselves and each other
- **Innovation** - to work together to make tomorrow better than yesterday
- **Integrity** - to do the right thing, individually and collectively

These collaborations, and many others, are bringing improvements across a diverse range of fields, and new connections are propelling us in surprising directions. At Surrey, we are continuously redefining and joining together the many spheres that surround us – from real worlds to virtual ones, and from the worlds inside ourselves to those at the farthest reaches of our imagination.

Professor G Q Max Lu AO DL FAA FTSE
President and Vice-Chancellor
University of Surrey



See our [Key Facts and Figures](#) here.
Find out more here about [Sustainability at Surrey](#)

JOIN OUR SUCCESS STORY

WE HAVE ALREADY MADE SIGNIFICANT PROGRESS TOWARDS THIS GOAL, AS DEMONSTRATED BY OUR METRICS

As a Top 20 university nationally and Top 200 globally, we generate nearly £50m of research income annually and were amongst the Top 30 in the last Research Excellence Framework (REF). We are 9th nationally for overall student satisfaction and are financially sustainable, with a healthy 3.5% underlying surplus.

University of Surrey celebrates strong performance on student satisfaction in National Student Survey 2022. Improvements in teaching quality, assessments and feedback, support and services for students have helped lift the University of Surrey into the top 10 for this year's National Student Survey – with an overall satisfaction score of 84 per cent.

This strong performance builds on the excellent graduate employment outcomes released last month, with Surrey ranked in the top 10 in the UK for graduate employability in the HESA Graduate Outcomes Survey 2022.

The University now ranks as the 9th placed university in the UK (excluding specialist providers) for student satisfaction in the Office for Students' benchmark survey – up from 25th in 2021 and 111th in 2020.

In 2021, Surrey was one of only six institutions to improve on student satisfaction. The continued significant improvement in 2022 reflects a University-wide strategic focus on delivering an excellent student experience.

[Student Satisfaction Report 2022](#)



A GLOBAL UNIVERSITY

A GLOBAL COMMUNITY OF IDEAS

In addition to its core academic activities the University owns and manages the Surrey Research Park. The Park is home to a number of technology, science, health and engineering companies, many of which are spinouts from the University or benefit from close links with the University's academic activities. Student and outreach sport are delivered by the University's wholly owned subsidiary company Surrey Sports Park Limited, acting as agent for the University.

Our vision is to be a leading global university, renowned for the outstanding quality and impact of our graduates and research, together making great contributions to society. We have already made significant progress towards this goal, as demonstrated by our metrics.

INTERNATIONAL ENGAGEMENT

We take a proactive approach to ensuring the University's international engagement is strengthened through a network of mutually beneficial partnerships across the world. In addition, we support students by providing unique international experiences and opportunities to develop skills and enhance their employability prospects.

The University has been part of the Santander Universities Network since 2007, providing funding for international mobility opportunities for students and staff, entrepreneurship activities, internships and Portuguese language programmes.

Internationalisation permeates all that we do at Surrey, contributing significantly to our mission to solve global challenges, drive research and innovation, and fuel generations of students with a spirit of curiosity and a desire to improve the world we live in.

With more than 390 international partnerships, the University of Surrey has a far reaching and multilateral international outlook, encompassing research, teaching, professional training and student and staff exchange activities. Find out more about [Our Global Partners](#)

YOUR FUTURE – OUR FUTURE

WE’VE ALWAYS BEEN VERY PROUD TO PLAY A PART IN THE RICH LIFE OF GUILDFORD AND OUR SURROUNDING AREA, AND WE WORK HARD TO DEVELOP MEANINGFUL AND BENEFICIAL CONNECTIONS WITH OUR LOCAL COMMUNITY

Our Aims

- To be a global leader in higher education research and innovation and a destination of choice for researchers, including postgraduate research students, in the UK and internationally.
- To be a leading research institution with talented staff and students committed to research and innovation excellence and to benefitting the economy, society and the environment.
- To become a preferred partner for government, business, industry and other universities in creating knowledge, technological solutions, digital transformation and policy innovation.
- To be an engaged and connected university which is the intellectual home for alumni, supporters, and the local community. Read the latest [Social Impact Report here](#).

FORWARD THINKING AND DOING

As society emerges from the global pandemic, we are continuing our focus on building the foundations for a better future. We are creating an environment where our community comes together as one to educate and develop the future leaders and citizens that will make the world a better place. At the same time we are creating new knowledge, sharing our ideas and innovating to contribute to society in collaboration with our stakeholders and partners around the world.

We need academics who can conduct research at the cutting edge, who are forward-thinking, who provide an exceptional experience for our research students and partners, and who value and generate innovation outcomes. They are the agents for the ‘Surrey Advantage’, culminating in the premium that each and every student or partner gains by choosing us as the place to complete postgraduate research or to collaborate.

This strategy refresh extends our existing [Forward Thinking. And Doing Corporate Strategy](#) to 2024 to bridge the University’s ambitions from where we were pre-pandemic, through the national and international recovery period, to build a strong platform from which we can aspire to even greater achievements in the future.

RESEARCH AND INNOVATION

THE UNIVERSITY OF SURREY HISTORY OF COLLABORATION. THE CONNECTIONS WE MAKE HAS A PROUD ACROSS DISCIPLINES AND DEPARTMENTS, AND WITH OTHER INSTITUTIONS AND INDUSTRY, ENABLE US TO ACHIEVE RESEARCH BREAKTHROUGHS THAT MAKE A DIFFERENCE TO SOCIETY

There are many examples of this across the University. We host the UK's largest research centre in 5G and 6G – which is developing the communications infrastructure that will underpin the way we communicate, work and live in the future – and are also home to the GCHQ-accredited Surrey Centre for Cyber Security. In 2017, three decades of ground-breaking research on the relationship between nutrition and health won us a coveted Queen's Anniversary Prize, while our newest School of Veterinary Science is already advancing research for the improvement of animal welfare, consistent with a broader 'one-health' agenda.

This research excellence is also at the heart of what we offer at Surrey in terms of teaching, adding real-world relevance and unique content to our undergraduate and masters courses, and enabling our PhD students to benefit from a world-class research environment. We are proud to welcome high calibre young researchers to our community as they begin their academic careers, and even prouder to see them moving.

Read more here [Research and Innovation Strategy](#)



EQUALITY, DIVERSITY AND INCLUSION

AT SURREY, WE ARE VERY PROUD OF THE DIVERSITY WITHIN OUR COMMUNITY AND ARE COMMITTED TO PROVIDING AN INCLUSIVE ENVIRONMENT THAT OFFERS EQUITABLE OPPORTUNITIES FOR ALL

We strive for Surrey to be a place where everyone feels welcomed, valued and safe. Our vision to be a leading global university relies on our proven ability to attract the best people from the UK and internationally to work and study here; this can only be achieved when we work together to create a truly inclusive culture.

Our Equality, Diversity and Inclusion (EDI) Plan 2020-2025 lays out our aims to develop our inclusive and supportive culture, eliminate discrimination, harassment and victimisation, and advance equality of opportunities. Across University of Surrey, we are working actively towards fulfilling our EDI Plan targets and encourage everyone to engage with and participate in its progress. To achieve culture change, we are working to embed EDI in all teaching and learning, research and partnerships, as well as supporting our professional services colleagues. This will enable a self-sustaining process that will support EDI in becoming 'second nature' for our community.

See the plan here [Equality, Diversity and Inclusion Plan 2020 - 2025](#)

We are proud members of the Race Equality Charter and the Athena SWAN Charter for gender equality (holding University and departmental awards). We are also a Stonewall Diversity Champion and a committed Disability Confident employer.

Our AccessAble app provides accessibility support to people who need it around our campus and we have thriving staff networks and equality groups that support our work in all our areas of equality (gender, race/ethnicity, LGBTQI+, disability and faith).

[Watch our Inclusion Video](#)



WELCOME MESSAGE PVC AND DEAN OF FACULTY

THE FACULTY OF ENGINEERING AND PHYSICAL SCIENCES (FEPS) IS ONE OF THREE FACULTIES AT SURREY, AND COVERS THE CORE ENGINEERING DISCIPLINES OF AERONAUTICAL ENGINEERING, CIVIL ENGINEERING, CHEMICAL ENGINEERING, ELECTRICAL AND ELECTRONIC ENGINEERING AND MECHANICAL ENGINEERING, ALONGSIDE THE SPECIFIC DISCIPLINES OF CHEMISTRY, COMPUTER SCIENCE, MATHEMATICS AND PHYSICS

The Faculty embraces a vibrant education network whereby teaching and learning developments across all areas are shared, explored and advanced. Its electrical and electronic engineering courses are ranked number six and chemistry courses are ranked in the top ten in the Guardian University Guide 2021, while its materials technology courses are ranked number three in the Complete University Guide 2021.

In the latest UK Research Excellence Framework (REF 2021), we ranked 15th in the UK for 'research power' in engineering.

Overall, Surrey has risen 12 places in the rankings since 2014 to 33rd in the UK for our research quality.

Staff within the Faculty are well respected throughout academia and industry, where links are strong, and drive the belief that a university should contribute to the mainstay sciences while enhancing the technology to improve overall quality of life.

Through consistent investment stemming from a deep commitment to develop world-class, sustainable research programmes, the Faculty has built up an impressive infrastructure to support all its activities

The interdisciplinary nature of much of the work also provides opportunities to cross boundaries and offers students the prospect of accessing exceptional facilities

Professor Bob Nicol
Executive Dean, PVC Faculty of Engineering
and Physical Science (FEPS)
University of Surrey

[Find out more about our research here](#)



Pioneering the next generation of information and communication technologies.

Welcome to the Institute for Communications Systems (ICS), home of the 5G/6G Innovation Centre (5G/6GIC), one of the largest and most renowned academic research centres in its field in Europe. Leveraging the wealth of technical and commercial experience among our industry partners, we are setting out a socially and commercially credible vision for beyond 5G and 6G and pioneering technologies which will underpin the future.

[Read our paper 6G Wireless: A New Strategic Vision \(PDF\)](#)



ICS and the 5G/6G Innovation Centre (5G/6GIC) sits within the Department of Electrical and Electronic Engineering (EEE). ICS has around 18 FTE academic staff and more than 170 PhD students and postdoctoral research fellows. Research within ICS covers all aspects of Communication Systems. The fields of expertise are, advanced signal processing, Network protocols and architectures, Content distribution, Radio Resource management, Mobility management, Cognitive Radio, Radio channel propagation measurement and modelling, Antenna design and Artificial Intelligence (AI).

5G/6GIC is based within ICS and is the world's first dedicated 5G centre on end to end aspects of a future 5G system. ICS and the 5GIC enjoy close collaboration with industry in the UK, Europe and the rest of the world. 5G/6GIC has developed many technologies including completely virtualised and programmable core network, massive MIMO base station, Mobile Edge Computing and in addition to theoretical and fundamental research carried experimental research is possible in a 4km square open testbed based on the University of Surrey campus.

ICS laboratories are equipped with state of the art equipment and computer for research and proof of concepts for all aspects of a communication system. In 2019, we demonstrated world's first satellite 5G using our own developed 5G Core. In 2021, 5GIC won the prestigious Bhattachariyya award for the best research centre in the UK.

[Find out more about the Institute for Communication Systems here](#)

Our Strategy

“The Institute for Communication Systems drives innovation in many transformative areas of research including terrestrial mobile, satellite and high altitude platform communications, and “internet of things” (IOT) technologies such as connected vehicles and connected health.

These IOT technologies use artificial intelligence and context information to enable intelligent communications, and connectivity capabilities to provide an unparalleled user experience cost effectively.

We are working with key partners to provide critical national infrastructure to ensure the security and resilience of networks, in line with our strategy of contributing to the economy and improving quality of life for society.”

**Regius Professor Rahim Tafazolli FEng,
Head of the Institute for Communication
Systems.**

SATELLITES: A KEY ENABLER

In the 6G era, Non-Terrestrial-Networks (NTNs) and in particular satellite systems will become much smarter, with integrated solutions such as distributed MIMO (Multiple-Input Multiple-Output, cell-less systems, and massive and distributed antenna arrays making connectivity seamless from a user perspective.

In the 6G network of networks, satellites will complement terrestrial systems in order to optimise coverage, data-rates bandwidth and resilience. NTNs will also include other aerial components such as UAVs (drones) and High-Altitude-Platforms (HAPs). These can communicate directly with low earth orbiting (LEO) satellites and higher GEO station satellites in a 3D space network to provide coverage and resilience as well as enable new 6G services. 5G/6GIC is pioneering research in this field.

In 2019 we put 5G services over a GEO satellite for the first time anywhere in the world as part of the EU-funded SAT5G project. In this project we created essential virtualised satellite network functions, and developed smart algorithms for hybrid connections between satellite and terrestrial to improve the user experience.

Funded by the European Space Agency (ESA), we are now working with UK-owned LEO satellite operator OneWeb to put 5G services over OneWeb satellites and create a roadmap to identify what will be required to put 6G traffic over its future system. In another ESA-funded project, we are collaborating with the Satellite Applications Catapult to explore how the 3D space networks can be optimised using a combination of UAVs and satellites to carry 5G and 6G services. In addition to mobile broadband, we are conducting research into other services which the space network can bring into the 6G 3D-network such as earth sensing, positioning, navigation and time distribution.

[Read more about our facilities here.](#)



ROLE AND RESPONSIBILITIES

Aims of the Role

The purpose of the role is to develop and lead a significant programme of research in line with the faculty's research strategy, attracting and securing significant research funds.

To provide academic leadership in undergraduate and postgraduate courses within area of expertise.

Salary Range

Grade 7 - Competitive Salary based on experience and academic track record

Location

Based from Guildford.

Flexible working

We offer the ability to work flexibly with a proportion of time from home depending on the role requirement. Please make your requirements known as early in the process as possible.

To develop the research activities of the School and the University by:

- Leading a significant programme of research, sustaining an extensive track record of published research findings in appropriate, peer reviewed research journals and/or monographs to maintain and enhance expert reputation in own subject area. Developing major funding bids that develop and sustain research support for the specialist area and advance the reputation of the Faculty and the University.
- Planning, co-ordinating and leading a significant programme of research in accordance with a specific project plan through a research team or a group of staff involved in research. Managing the financial and physical resources associated with the research activities. Supervising and guiding the work of staff and research and doctoral students on own specialist area. Monitoring progress on research projects and writing reports to relevant bodies about progress of research.
- Developing innovative research proposals and submitting funding bids, winning support for them and planning the research to be undertaken, as a self-contained item or as part of a broader programme. Developing these bids is likely to involve national and international collaboration with members of other Higher Education Institutions and partners in the public sector, business and policy.
- Within the University seeking collaborative research opportunities with other members of Faculty staff and developing multidisciplinary research links with other parts of the University where appropriate. Obtaining and sustaining research, consultancy and other additional funding.
- Developing research activities which extend current thinking in the subject area, thereby enhancing the reputation of the School and the University.

ROLE AND RESPONSIBILITIES CONT.

- Maintaining an expert reputation in own subject area and providing appropriate guidance to staff and students.
 - Engaging in external activities in accordance with the School's research strategy at a national and international level. Such activities will include membership of committees of academic and professional bodies, external examining, editing journals and contribution to professional networks, national and international meetings, societies and bodies (including governmental ones).
 - Engaging in external activities in accordance with the Faculty's research strategy at a national and international level. Such activities will include contribution to professional networks, national and international meetings, societies and bodies (including governmental ones). Attending appropriate national and international conferences for the purpose of disseminating research results.
 - To develop the teaching activities of the School by: Providing academic leadership at undergraduate and/or postgraduate level, as appropriate, by the development of new teaching methods and contributing to the design of lecture series and/ or modules and taking responsibility for the quality of specific programme lecture series and or modules.
 - Teaching at undergraduate and postgraduate level; planning, delivering and critically reviewing a range of teaching and assessment activities including lectures. Setting/marking programme work, practical sessions, supervisions, and examinations according to own area of subject specialism, and providing appropriate feedback to students.
- Taking part in activities such as accreditation, validating and examining in relation to the University's associated institutions. To engage in scholarship by: Continually updating knowledge and understanding in the field or specialism. Extending, transforming and applying knowledge acquired from scholarship to teaching, research and appropriate external activities.
 - To undertake pastoral care of students by: Acting as personal tutor for students, using listening, interpersonal and pastoral care skills to attend to sensitive issues and to undertake triage so as to direct students to appropriate University services.
 - To contribute to the efficient management and administration of the School, Faculty, the University and the wider academic community by: Performing personal administrative duties throughout the School and the University as are recognised by the University as properly within the remit of role of professor, such as research group leader and roles associated with specific teaching programmes, as allocated by the Head of Department in liaison with the Head of School.
 - Participates in relevant committees within the School/Faculty; as well as School/University committees where appropriate and/or where invited, contributing to the general life and work of the University.
 - Advising, supervising, mentoring and giving guidance to other staff.
 - Taking overall responsibility for the welfare of staff drawing on specialist advice and support.

ESSENTIAL CRITERIA

We are looking for someone who has an extensive research track record and proven technical management capability, and the post-holder is expected to manage close collaboration between the ICS, Surrey Satellite Centre (SSC) and Surrey Satellite Technology LTD (SSTL). The typical research areas are listed below:

- Mega, Low Earth Orbit Constellations (vLEO)
- Milli-meter-wave satcom systems (V-Band) and co-existence with terrestrial networks
- Direct Satellite to UE techniques
- Very large antenna arrays for satellite and terrestrial connectivity
- Inter-satellite links
- Software defined payload
- IoT Satellites
- As well as good understanding of the following areas:
 - Agile inter-satellite free-space optical connectivity
 - Advanced kW solar panel technology
 - Electric ion propulsion
 - In-orbit robotic self-assembly technology

The candidate will already be recognised as an international leader in their research area and will have the capability and drive to grow the activity taking full advantage of the infrastructure at the University of Surrey and SSTL. This could be in satellite. Mobile or advanced signal processing; from within Higher Education (Academia) or with transferable skills such as leading research and development (R&D) in Industry.

Through the provision of strong support and strategic investment in this post, the University anticipates that the candidate will help articulate, shape and deliver an exceptionally vibrant research agenda for the future and 6G.

The post holder must be able to demonstrate the following essential skills and experience “essential criteria”:

- Strong research expertise in wireless communications with high quality publications record.
- A proven track record in academic leadership.
- A sustained record of securing significant research funding.
- Successfully supervising PhD students.
- Developing and leading innovative teaching techniques.
- Scholarly contributions to conferences, professional meetings and societies at an international level.
- A strong international network developed from your excellent communication and interpersonal skills.

QUALIFICATIONS AND PROFESSIONAL MEMBERSHIPS

- A doctoral degree or equivalent, usually in a relevant subject.

PERSONAL QUALITIES

- Management and leadership at a senior level.
- Drive research and teaching agenda.
- Willingness to learn and collegiate.

HOW TO APPLY

The appointment of this role will be determined by a selection panel. A search exercise is being undertaken by Dixon Walter who will support the selection panel to identify the widest field of candidates and to assist in their assessment.

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

For further information about the ICS and SSTL please visit <https://www.surrey.ac.uk/institute-communication-systems> and <https://www.sstl.co.uk/>

To make a formal application, please email Simon Critchley at simon@dixonwalter.co.uk

In your application, please include a CV with list of publications (no page limit) and a supporting statement (of no more than 2 pages) providing evidence of how you meet each of the essential by the deadline.

- The closing date for applications is **23:59 on Sunday 16th October 2022**
- Interviews will be held on **Friday 28th October 2022 in Guildford**

University of Surrey is committed to providing an inclusive environment that offers equal opportunities for all.

We place great value on diversity and are seeking to increase diversity in our community. Therefore, we particularly encourage applications from under-represented groups such as people from Black, Asian and minority ethnic backgrounds, women and people with disabilities.

INDICATIVE TIMETABLE AND INTERVIEW

The Interview Panel will consist of;

- Tim Dunne, Provost and Senior Vice President
- Professor Bob Nichol, PVC and Executive Dean of the Faculty of Engineering and Physical Sciences
- Professor Rahim Tafazolli, head of the Institute of Communications Systems (ICS)
- Professor Pei Xiao, Professor of Wireless Communications
- Professor Liqun Chen, Professor in Secure Systems
- Natalie Downey, Faculty HR Business Partner

The Interview Process includes; a presentation of no more than 20 minutes +10 minute Q&A to the relevant School or Department and panel interview of 45 minutes based on the essential criteria, leadership and management approach.

Should you be shortlisted and want to speak to the hiring manager Professor Rahim Tafazolli, please contact Simon Critchley who can facilitate that conversation for you.

By applying for the role, you are giving Dixon Walter permission to share your CV, Supporting Statement and any personal information you provide relevant to this recruitment.

Activity	Date	
Advert closes for applications*	23:59 on 16 th October 2022	Careers Site or www.jobs.ac.uk link
Shortlisting – Notification of Interview	Week Commencing 17 th October 2022	
Interview*	28 th October 2022	Guildford
Appointment	Following Interview	

*Should you require any reasonable adjustments to support your application or interview please contact simon@dixonwalter.co.uk who will ensure that you have the support you need to maximise your application.

TERMS AND CONDITIONS



➤ **Pay Scale and Model - follow the links to find out more**

[Pay Scale](#) and [Pay Model](#)

➤ **What are the benefits?**

[Link to our Benefits](#)

➤ **What pension scheme do you offer?**

[Link to USS Pension Scheme](#)

See other schemes available in the link to our Benefits

➤ **What is it like to work at Surrey?**

Hear from Professor Ravi Silva Head of the AI Institute
[Watch a Video on "Working at Surrey"](#)

FREQUENTLY ASKED QUESTIONS

- **Will I be based on site?** Agreements are held locally between the individual and the hiring manager and you will need to explore this at interview. See our approach to flexible working - [Staff Benefits and Flexible Working](#)
- **What if I want/need a certain piece of equipment to fulfill my duties?** This would be assessed on a case by case basis so please raise this if you have specific requirements as early as possible.
- **What if I am not a UK Citizen?** We currently pay the full cost of obtaining a Visa to work in the UK for new staff and renewals for existing members of staff. [Working At Surrey - Overseas Candidates](#)
- **I don't have a Visa to work in the UK?** Read our Eligibility to Work in the UK policy here [Eligibility to work in the UK](#)
- **I am currently sponsored will you sponsor me?** See our document [Eligibility to work in the UK](#)
- **Can I claim Interview Expenses?** You can claim reasonable expenses for interview. You will need to settle your expenses and provide us with your receipts and fill out an Expenses Form which we can provide to you.
- **Where can I find out more about the salary scales?** Follow the links to find out more [Pay Scale](#) and [Pay Model](#)
- **What is it like to live in Guildford?** Find out more here <https://www.surrey.ac.uk/working-at-surrey/guildford-life>
- **What is your relocation allowance?** Up to £8,000 of eligible expenditure within Europe (moving to £15,000) and up to £15,000 of eligible expenditure worldwide.
- **What if I am ill on my interview day?** Due to the complexity of aligning diary dates with panel members, if you are ill on the day please let us know. It would be difficult to reschedule your interview at short notice without causing long delays in the process.
- **How will I be assessed?** You will be assessed across two activities on a single day on Campus in Guildford. This consists of a 30 minute presentation in the morning, chaired by a member of the interview panel, given to you in advance, to an audience relevant to the role; and a 45 minute competency based panel interview in the afternoon. Feedback from the staff presentation will be fed to the interview panel during their deliberations. We provide you with a 'chaperone' to escort you to each activity and offer you a campus tour to familiarise yourself with the site. Your resourcing specialist will be able to confirm the exact process with you.



For more information contact
simon@dixonwalter.co.uk