Role profile

<table>
<thead>
<tr>
<th>Job title</th>
<th>Job family and level</th>
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<tbody>
<tr>
<td>Research Fellow (Title will be ‘Research Associate’ where an appointment is made before PhD is completed)</td>
<td>Research and Teaching Level 4 (Appointment will be Level 4 Career training grade where an appointment is made before PhD has been completed)</td>
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**School/Department**
School of Sociology and Social Policy

**Location**
University Park Campus

**Purpose of role**
The purpose of this role is to conduct research as part of the ‘Animal Research Nexus’ Programme, which is funded by the Wellcome Trust. You will be expected to analyse the role of professionals in the animal research laboratory, and will be responsible for writing up your work for publication. You will have the opportunity to use your initiative and creativity to identify areas for research, develop research methods and extend your research portfolio.

**Main responsibilities**
(Primary accountabilities and responsibilities expected to fulfil the role)

<table>
<thead>
<tr>
<th>% time per year</th>
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<tbody>
<tr>
<td>1 Analysis: To analyse and illuminate existing qualitative interview data, interpret reports, evaluate and criticise texts and bring new insights to the research area.</td>
</tr>
<tr>
<td>2 Writing and publication: To write up research work for publication and/or contribute to the dissemination at national/international conferences, resulting in successful research outputs.</td>
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<tr>
<td>3 Networking: To build relationships with both internal and external contacts, in order to exchange information, form relationships for future collaborations and identify potential sources of funds and/or opportunities for collaboration.</td>
</tr>
<tr>
<td>4 Co-ordination: To co-ordinate the operational aspect of research networks, for example, arranging meetings and updating web sites etc and contribute to collaborative decision making with colleagues in the area of research.</td>
</tr>
<tr>
<td>5 Collaboration: To collaborate with academic colleagues, and especially with Animal Research Nexus Programme colleagues, on areas of shared research interest.</td>
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<tr>
<td>6 Planning: To plan and manage own research activity and resolve problems, if required, in meeting own/team research objectives and deadlines in collaboration with others.</td>
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## Person specification

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<th>Essential</th>
<th>Desirable</th>
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| **Skills**                | ▪ Oral and written communication skills, including the ability to communicate with clarity on complex information and to an interdisciplinary audience.  
                         | ▪ Analytical ability to analyse and illuminate qualitative interview data, interpret reports, evaluate and criticise texts and bring new insights.  
                         | ▪ Ability to creatively apply relevant research approaches, models, techniques and methods.  
                         | ▪ Ability to assess and organise resource requirements and deploy effectively.  
                         | ▪ Ability to build relationships and collaborate with others, both internally and externally.  
                         | ▪ Ability to foster a research culture and commitment to learn in others  
                         | ▪ Awareness of data archiving processes.                                    |
| **Knowledge and experience** | ▪ Some practical experience of applying the specialist skills and approaches and techniques required for the role.  
                         | ▪ Experience in use of research methodologies and techniques to work within area.  
                         | ▪ Experience of working with a variety of non-academic stakeholders.  
                         | ▪ Interest in UK laboratory animal research policy/practice  
                         | ▪ Experience of writing journal papers for publication.                    | ▪ Previous success in gaining support for externally funded research projects.  
                         | ▪ Experience of developing new approaches, models, techniques or methods in research area.  
                         | ▪ Experience of working with veterinary or medical professions              |
| **Qualifications, certification and training (relevant to role)** | ▪ PhD or equivalent in relevant subject area (social science or humanities), or the equivalent in professional qualifications and experience in research area.  
                         | ▪ OR near to completion of a PhD in those areas.  
                         | ▪ PhD or equivalent in medical sociology, science and technology studies, or the sociology of the professions |
| **Statutory, legal or special requirements** | ▪ Ability to engage across the different ethical perspectives in animal research and deal with sensitive information. | |
The University of Nottingham is focused on embedding equality, diversity and inclusion in all that we do. As part of this, we welcome a diverse population to join our work force and therefore encourage applicants from all communities, particularly those with protected characteristics under the Equality Act 2010.
Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University’s strategy, vision and values. The following are essential to the role:

**Valuing people**
Is friendly, engaging and receptive, putting others at ease. Actively listens to others and goes out of way to ensure people feel valued, developed and supported.

**Taking ownership**
Is clear on what needs to be done encouraging others to take ownership. Takes action when required, being mindful of important aspects such as Health & Safety, Equality, Diversity & Inclusion, and other considerations.

**Forward thinking**
Drives the development, sharing and implementation of new ideas and improvements to support strategic objectives. Engages others in the improvement process.

**Professional pride**
Is professional in approach and style, setting an example to others; strives to demonstrate excellence through development of self, others and effective working practices.

**Always inclusive**
Builds effective working relationships, recognising and including the contribution of others; promotes inclusion and inclusive practices within own work area.

Key relationships with others
**Job title**  
Senior Research Fellow  

**Job family and level**  
Research & Teaching Level 5

**School/Department**  
School of Sociology and Social Policy  

**Location**  
University Park Campus

**Purpose of role**  
The purpose of this role is to lead research as part of the ‘Animal Research Nexus’ Programme, which is funded by the Wellcome Trust. This includes an analysis of the role of professionals in the animal research laboratory, and you will be responsible for writing up your work for publication. The post holder will sustain and pursue a research plan on the topic of laboratory animal research, and will develop new concepts and ideas. Where appropriate, they will also develop and win support for innovative research development proposals and funding bids.

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<th>Main responsibilities</th>
<th>% time per year</th>
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<tr>
<td><strong>1 Analysis:</strong> To develop a novel strategy for the analysis of existing qualitative interview, interpret reports, evaluate and criticise texts and bring new insights to research area.</td>
<td>20</td>
</tr>
<tr>
<td><strong>2 Writing and publication:</strong> To establish a national reputation and take the lead on the dissemination of findings through leading peer-reviewed national publications (on a sustained basis), conferences and other appropriate media.</td>
<td>35</td>
</tr>
<tr>
<td><strong>3 Networking:</strong> To build relationships and collaborate actively with internal and external contacts, nationally and if appropriate internationally to complete research projects and to advance the discipline.</td>
<td>10</td>
</tr>
<tr>
<td><strong>4 Co-ordination:</strong> To co-ordinate the operational aspect of research networks, for example, arranging meetings and updating web sites etc and contribute to decision making with colleagues in the area of research. To plan and manage own research activity, deadlines, and budget, and resolve problems that arise.</td>
<td>10</td>
</tr>
<tr>
<td><strong>5 Collaboration:</strong> To collaborate with academic colleagues, and especially with Animal Research Nexus Programme colleagues, on areas of shared research interest. To build new collaborations with colleagues within and across Faculties at the University of Nottingham.</td>
<td>15</td>
</tr>
<tr>
<td><strong>6 Planning:</strong> To take the lead on identifying collaborative research objectives on behalf of the broader research programme. To develop plans for the generation of income for future research by developing innovative research proposals and funding bids.</td>
<td>10</td>
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| **Skills**                | ▪ Excellent oral and written communication skills, including the ability to communicate with clarity on complex and conceptual ideas to interdisciplinary peers, using high-level skills and a range of media.  
▪ Ability to devise, advise on and manage research programmes.  
▪ Ability to manage resources and an understanding of management processes.  
▪ High level analytical capability to facilitate conceptual thinking, innovation and creativity.  
▪ Ability to build relationships and collaborate with others, internally and externally.  
▪ Emerging skills in managing and motivating staff.  
▪ Data archiving skills, and ability to share these skills with other staff. |

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| **Knowledge and experience** | ▪ Sufficient breadth or depth of specialist knowledge in the discipline to develop research programmes and methodologies  
▪ Experience of developing research methodologies and devising models, approaches, techniques, critiques and methods.  
▪ Significant research experience within subject specialism.  
▪ Experience and achievement in chosen field, reflected in growing and consistent national reputation.  
▪ A consistent track record of published research in peer reviewed journals.  
▪ Significant experience and demonstrated success in delivering research results.  
▪ Interest in the topic of UK laboratory animal research policy and practice.  
▪ A growing international reputation in your field.  
▪ Experience, achievement and growing reputation in the discipline, reflected in relevant national committee memberships, and/or involvement in national research events.  
▪ Track record in gaining support for significant externally funded research and consultancy projects e.g. with industry, funders and public bodies.  
▪ Experience of supervising junior colleagues.  
▪ Experience of working with, and influencing, veterinary or medical professions. |

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| **Qualifications, certification and training (relevant to role)** | ▪ PhD or equivalent in relevant social science/humanities subject area.  
▪ PhD or equivalent in medical sociology, science and technology studies, or the sociology of the professions  
▪ Membership of a professional body where appropriate. |

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<td><strong>Statutory, legal or special requirements</strong></td>
<td>▪ Ability to engage across the different ethical perspectives in</td>
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animal research and deal with sensitive information.

The University of Nottingham is focused on embedding equality, diversity and inclusion in all that we do. As part of this, we welcome a diverse population to join our work force and therefore encourage applicants from all communities, particularly those with protected characteristics under the Equality Act 2010.
Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University’s strategy, vision and values. The following are essential to the role:

**Valuing people**  Is always equitable and fair and works with integrity. Proactively looks for ways to develop the team and is comfortable providing clarity by explaining the rationale behind decisions.

**Taking ownership**  Is highly self-aware, looking for ways to improve, both taking on board and offering constructive feedback. Inspires others to take accountability for their own areas.

**Forward thinking**  Driven to question the status quo and explore new ideas, supporting the team to “lead the way” in terms of know-how and learning.

**Professional pride**  Sets the bar high with quality systems and control measures in place. Demands high standards of others identifying and addressing any gaps to enhance the overall performance.

**Always inclusive**  Ensures accessibility to the wider community, actively encouraging inclusion and seeking to involve others. Ensures others always consider the wider context when sharing information making full use of networks and connections.

Key relationships with others