Purpose of role
The post holder will work alongside Professor John Jackson and the research team in conducting and supporting research activities on the research project: Mapping the Changing Face of Cross-Examination in Criminal Trials. Funded by the Nuffield Foundation, this project examines the practical the impact of legal, policy and attitudinal approaches to cross-examination of vulnerable witnesses in criminal trials. Working closely with the research team, the post holder will play an important role in the empirical component of this study, assuming significant fieldwork and data collection responsibilities including attending and observing Crown Court trials and pre-trial/ground rules hearings, with a particular focus on observing cross-examinations.

The post holder will be expected to undertake independent research as well as working as part of a team. The research will include using qualitative methodologies and techniques appropriate to the type of research, writing reports and contributing to published outcomes.

The post holder will have the opportunity to use their initiative and creativity to identify areas for research, develop research methods and extend their research portfolio.

<table>
<thead>
<tr>
<th>Main responsibilities</th>
<th>% time per year</th>
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<tbody>
<tr>
<td>(Primary accountabilities and responsibilities expected to fulfil the role)</td>
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<tr>
<td>1</td>
<td>To pro-actively contribute to and conduct research including gather, prepare and analyse data and present results, exhibiting a degree of independence in terms of specifying the focus and direction of that research. To prepare transcripts and reports, describing the results of the research, for use by the Principal and Co investigators.</td>
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<td>2</td>
<td>To keep informed of developments in the field in both technical and specific terms and their wider implication for research impact and the knowledge economy or academia. To be self-motivated, apply and use initiative, aiming to determine suitable ways to tackle challenges and seeking guidance when needed. To continue to develop skills in and knowledge of research methods and techniques and contribute to the development of/or choice of techniques, models, methods, critiques and approaches. To use creativity to analyse and interpret research data and draw conclusions on the outcomes.</td>
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To build relationships with internal and external contacts to develop knowledge and understanding and form relationships for future collaborations.
To work in conjunction with others in the research team, achieve objectives and deadlines of the research project.

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<th>Person specification</th>
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<tr>
<td><strong>Essential</strong></td>
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<tr>
<td><strong>Skills</strong></td>
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<tr>
<td><strong>Knowledge and experience</strong></td>
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<tr>
<td><strong>Qualifications, certification and training (relevant to role)</strong></td>
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<tr>
<td><strong>Statutory, legal or special requirements</strong></td>
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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.
The School of Law holds a Bronze Athena SWAN award in recognition of our achievements in promoting and advancing these principles.

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

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Line manager

Professor

Research Assistant

Role holder

Colleagues

Partners

Key stakeholder relationships
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