Role profile

<table>
<thead>
<tr>
<th>Job title</th>
<th>Job family and level</th>
<th>Location</th>
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<tbody>
<tr>
<td>Research Associate/Fellow</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>
<td>Biodiscovery Institute, University Park Campus</td>
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**Purpose of role**

The purpose of this role will be to contribute to the research work of a multidisciplinary team by undertaking fundamental and translational research with respect to the prevention and treatment of catheter associated bacterial infections. This will be achieved through work using (i) an experimental *in vitro* bladder model and (ii) catheters recovered from patients to investigate biofilm formation, biomineralization and host protein deposition by single and multispecies biofilms on silicone and on novel polymer coated urinary catheters. The role will be responsible for generating new intellectual understanding/knowledge through the application of microbiological skills and expertise and for developing ideas for application of research outcomes.

**Main responsibilities**

(Primary accountabilities and responsibilities expected to fulfil the role)

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<tr>
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<th>% time per year</th>
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<tr>
<td>1</td>
<td>20%</td>
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<tr>
<td>2</td>
<td>30%</td>
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<tr>
<td>3</td>
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<td>4</td>
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<tr>
<td>5</td>
<td>10%</td>
</tr>
<tr>
<td>6</td>
<td>5%</td>
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1. To plan and conduct research using recognised approaches, methodologies and techniques within the research area and support the development of research objectives and proposals for own and/or collaborative research area.

2. To analyse and illuminate data, interpret reports, evaluate and criticise texts and bring new insights to research area.

3. To acquire and apply a range of methodologies, approaches and techniques appropriate to the type of research being pursued.

4. Preparation and writing of research reports, manuscripts and material for oral communication.

5. To build internal and/or external contacts to develop knowledge and understanding, forming relationships for future collaborations and to complete research projects.

6. To co-ordinate the operational aspect of research networks, for example, arranging meetings and updating websites etc. and contribute to collaborative decision making with colleagues in area of research.
| 7 | To communicate complex and conceptual ideas to those with limited knowledge and understanding as well as to peers, using high level skills and a range of media. | 5% |
## Person specification

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<th>Essential</th>
<th>Desirable</th>
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| **Skills**               | ▪ Excellent oral and written communication skills, including the ability to communicate with clarity on complex information.  
                           ▪ Evidence of sufficient breadth or depth of research methodologies and techniques to work in the research area. | ▪ Ability to assess and organise resource requirements and deploy effectively.  
                           ▪ Ability to foster a research culture and commitment to learn in others.  
                           ▪ High analytical ability to analyse and illuminate data, interprets reports, evaluate and criticise texts and bring new insights. |
| **Knowledge and experience** | ▪ Significant expertise in the application of genetic and genomic approaches to bacteriology, biofilm formation and catheter associated infections.  
                              ▪ Experience with bladder/urinary tract infection models. | ▪ Experience of genetic manipulation of pathogenic bacteria.  
                              ▪ Skills in the application of advanced microscopic techniques including confocal and electron microscopy. |
| **Qualifications, certification and training (relevant to role)** | ▪ A BSc/MSc degree in Microbiology/Biotechnology and a PhD (or equivalent) thesis submitted/nearing completion or awarded in Molecular Microbiology/Infection. | ▪ A PhD (or equivalent) thesis submitted/ nearing completion or awarded incorporating Genetics and Molecular Biology of Bacterial Pathogens. |

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 University is a signatory of the Declaration on Research Assessment (DORA). As such we commit to focus on the scientific content of publications (where requested or provided as part of the recruitment and selection process) as a basis for review of quality, and consideration of value and impact of research conducted, rather than any proxy measures such as Journal Impact Factor.
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 the 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

- **Line manager**
- **Prof. Molecular Microbiology**
- **Role holder**
- **Research Associate/Fellow**
- **Key stakeholder relationships**
  - **Colleagues**
  - **Students**