



Job title	Research Associate/Fellow (Title will be 'Research Associate' where an appointment is made before PhD is completed)	Job family and level	Research & Teaching Level 4 (Appointment will be Level 4 Career Training Grade where an appointment is made before PhD has been completed)
School/ Department	Biosciences Animal Sciences	Location	Sutton Bonington Campus

Purpose of role

To work on and carry out leading research on a BBSRC funded project investigating the mechanisms of gastrulation in mammals. This will involve a combination of cell culture, molecular biology, image analysis and bioinformatics skills to deliver the work-plan, The role also involves designing and conducting experiments using relevant techniques, analysing and writing reports.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	<ul style="list-style-type: none"> Independently design, plan, carry out and analyse cellular and molecular biology-based research, as well as undertake other duties, such as administration where appropriate. 	80%
2	<ul style="list-style-type: none"> Contribute to the writing up of research reports and publications. 	10%
3	<ul style="list-style-type: none"> Assist in the supervision and training of undergraduate students, and/or technical staff as appropriate. 	5%
4	<ul style="list-style-type: none"> Contribute to the safe and well organised functioning of the laboratory. 	5%

Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> ▪ Excellent laboratory skills including cell culture (e.g., 3D culture) and molecular biology. ▪ Excellent oral and written communication skills. ▪ Ability to build relationships and collaborate with others, internally and externally ▪ Good time management skills, ability to prioritise and meet deadlines 	<ul style="list-style-type: none"> ▪ High analytical ability to analyse and interpret data, evaluate and criticise texts, bring new insights. ▪ Data handling skills (RNA seq. data, quantitative image analysis).
Knowledge and experience	<ul style="list-style-type: none"> ▪ Experience in scientific writing of reports and peer-reviewed publications. ▪ Evidence of sufficient breadth or depth of research methodologies and techniques including, such as Hybridisation chain reaction. ▪ Experience using R/Ilastik/Fiji for image analysis (often based on machine-learning algorithms). 	<ul style="list-style-type: none"> ▪ Experience in growing embryonic stem cells (or organoids/gastruloids), and quantitative imaging techniques.
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> ▪ PhD (or close to completion) or equivalent in biology or related biological science 	



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 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

