



Job title	Research Fellow (Title will be 'Research Associate' where an appointment is made before PhD is completed)	Job family and level	Research and Teaching Level 4 (Appointment will be Level 4 career training grade where an appointment is made before PhD has been completed)
School/ Department	School of Medicine Academic Unit of Mental Health and Clinical Neurosciences, National Institute for Health Research (NIHR) Nottingham Biomedical Research Centre (BRC), hearing theme	Location	Ropewalk House, 113 The Ropewalk, Nottingham, NG1 5DU

Purpose of role

The purpose of this role will be to have specific responsibility for research, for developing research objectives and proposals for a research project in the area of co-morbid dementia and hearing loss, particularly increasing the inclusion of under-served groups in this area of research. You will be expected to plan and conduct work using approaches or methodologies and techniques appropriate to the type of research and will be responsible for writing up your work for publication.

You will join established teams, led by Dr Eithne Heffernan, whose main areas of research interest include co-morbid dementia and hearing loss and hearing-related social isolation; Dr Helen Henshaw, with research interests in the development and assessment of novel interventions for people with hearing loss; and Professor Tom Dening, with research interests in dementia, old age psychiatry and the health care of later life. The person appointed will make a contribution to the direction of research programmes in the School of Medicine (Mental Health, Hearing Sciences), the NIHR Clinical Research Network (ENT, Neurodegeneration and Dementia), and the NIHR Nottingham Biomedical Research Centre (Hearing Disorders).

You will have the opportunity to use their 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)	% time per year
1	<p>Research Responsibilities:</p> <ul style="list-style-type: none"> ▪ To manage, plan and conduct own research activity using recognised approaches, methodologies and techniques within the research area. ▪ To resolve problems, in meeting research objectives and deadlines in collaboration with others. ▪ To identify opportunities and assist in writing bids for research grant applications. Prepare proposals and applications to both external 	70%

	and/or internal bodies for funding, contractual or accreditation purposes.	
2	<p>Engagement, Communication and Continuation Responsibilities:</p> <ul style="list-style-type: none"> ▪ To write up research work for publication and/or contribute to the dissemination at national/international conferences, resulting in successful research outputs. ▪ To collaborate with academic colleagues on areas of shared interest for example, course development, collaborative or joint research projects. ▪ To co-ordinate the operational aspect of research networks, for example, arranging meetings and updating web sites; and contribute to collaborative decision making with colleagues in this area of research. 	20%
3	<p>Teaching:</p> <ul style="list-style-type: none"> ▪ To supervise undergraduate and/or postgraduate students projects as appropriate. ▪ To participate in the assessment of student knowledge and co-supervise projects at Masters level. ▪ You are expected to make a contribution to teaching that is in balance with wider contributions to research and other activities. 	10%
4	<p>Other:</p> <ul style="list-style-type: none"> ▪ Any duties as required in accordance with the nature and grade of the post. ▪ We recognise the importance of continuous professional development and therefore the importance of providing opportunities, structured support and encouragement to engage in professional development each year 	N/A

Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> ▪ Excellent oral and written communication skills, including the ability to communicate with clarity on complex information. ▪ Ability to creatively apply relevant research approaches, models, techniques and methods. ▪ Ability to build relationships and collaborate with others, both internally and externally ▪ High analytical ability to analyse and illuminate data, interpret reports, evaluate and criticise texts and bring new insights. 	<ul style="list-style-type: none"> ▪ Ability to engage, coordinate, and manage diverse stakeholder groups. ▪ Ability to plan and undertake co-design research (e.g., experience-based co-design) with diverse stakeholder groups. ▪ Ability to create materials and resources for professional development, training, and education. ▪ Ability to foster a research culture and commitment to learn in others.

	<ul style="list-style-type: none"> ▪ Ability to assess and organise resource requirements and deploy effectively ▪ Excellent qualitative research skills, including qualitative data collection, analysis, and reporting skills. 	
Knowledge and experience	<ul style="list-style-type: none"> ▪ 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. ▪ Knowledge of health research, especially research about long-term conditions, age-related conditions, or conditions requiring support and consent from a care partner (e.g. family caregiver). 	<ul style="list-style-type: none"> ▪ Previous success in gaining support for externally funded research projects ▪ Experience of developing new approaches, models, techniques or methods in research area. ▪ Knowledge of mild cognitive impairment/dementia and/or hearing conditions (e.g., hearing loss, tinnitus). ▪ Knowledge of equality, diversity, and inclusion in research, especially improving the inclusion of under-served groups in health research. ▪ Experience of engaging and involving patients, community, charity/voluntary, and/or health/social care organisations in research.
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> ▪ PhD or equivalent in relevant subject area (e.g., Psychology, Hearing Science, Neuroscience, Audiology, Dementia or Mental Health) or the equivalent in professional qualifications and experience in research area. OR near to completion of a PhD 	
Other	<ul style="list-style-type: none"> ▪ Willingness to adopt the vision and values of the School of Medicine 	
Statutory/legal requirements	<ul style="list-style-type: none"> ▪ Satisfactory Enhanced disclosure obtained from the Disclosure and Barring Service. 	



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 Medicine holds a Silver Athena SWAN award in recognition of our achievements in promoting and advancing these principles. Please see

<http://www.nottingham.ac.uk/medicine/about/athena-swan.aspx>



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 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

