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| 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, Lifespan and Population Health | Location | University Park Campus |

Purpose of role

The purpose of this role will be to have specific responsibility for conducting research, collecting and analysing data for a research project entitled 'Violence and Abuse towards General Practice Staff'. You will be expected to plan and conduct work using approaches or methodologies and techniques appropriate to mixed methods research, and will contribute to writing up the work for publication. The research involves a brief online survey and 20-30 qualitative interviews.

You will join an established team, led by Dr Shihning Chou, whose main areas of research interest include the prevention of violence, abuse and victimisation as well as the associated psychological trauma and physical injuries.

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) | % time per year |
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| 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 and/or internal bodies for funding, contractual or accreditation purposes | 70% |
| 2 | <p>Engagement, Communication and Continuation Responsibilities:</p> <ul style="list-style-type: none"> To contribute to writing up research work for publication and/or 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 | 20% |

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| 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 |
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| 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, especially mixed methods and qualitative approaches ▪ Ability to build relationships and collaborate with others, both internally and externally ▪ High analytical ability to analyse and illuminate qualitative data, interpret reports, evaluate and criticise texts and bring new insights ▪ Ability to assess and organise resource requirements and deploy effectively | <ul style="list-style-type: none"> ▪ Ability to conduct interviews on sensitive topics |
| 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 | <ul style="list-style-type: none"> ▪ Previous success in gaining support for externally funded research projects |

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| | <ul style="list-style-type: none"> ▪ Experience in use of mixed methods and qualitative research methodologies and techniques to work within area | <ul style="list-style-type: none"> ▪ Experience of developing new approaches, models, techniques or methods in research area. ▪ Experience of applying relevant psychological theories / models in research ▪ Experience of working in primary care settings or closely with professionals in general practice |
| Qualifications, certification and training (relevant to role) | <ul style="list-style-type: none"> ▪ PhD or equivalent in applied psychology, sociology, primary care or applied health research, or the equivalent in professional qualifications and experience in research area OR near to completion of a PhD in the above areas | |
| Other | <ul style="list-style-type: none"> ▪ Willingness to adopt the vision and values of the School of Medicine | |



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

