



Job title	Research Associate/Fellow	Job family and level	RCTG/R&T Level 4a/4
School/ Department	Biosciences/ Plant and Crop Sciences	Location	Sutton Bonington Campus

Purpose of role

To carry out research focussed on discovering novel components and mechanisms of plant oxygen-sensing. The role involves working within a team collaborating between the Schools of Biosciences and Chemistry designing and conducting experiments using relevant techniques, analysing and writing reports and publications. The role holder will also work with a technical specialist (0.5FTE) as part of the project.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	Research <ul style="list-style-type: none">To independently design, plan, carry out and analyze cellular and molecular biology-based research, as well as undertake other duties, such as administration where appropriate.	75%
2	Dissemination of research results <ul style="list-style-type: none">To significantly contribute to the writing up of research papers, reports and presentation of research findings at high level national and international meetings to maintain Institute and University recognition.	10%
3	Support junior members of the group <ul style="list-style-type: none">To assist in the supervision and training of undergraduate or postgraduate students, and technical staff as appropriate.	5%
4	Engage in Professional Development activities <ul style="list-style-type: none">To continue developing professional research skills, keeping knowledge up to date through attendance at seminars and conferences, and initiate internal/external collaborations where appropriate.	5%
5	Adhere to H&S regulations <ul style="list-style-type: none">To contribute to the safe and well organised functioning of the laboratory.	5%

Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> Demonstrable laboratory skills including aspects of plant physiology, genetics and molecular biology and biochemistry. Developing research skills, with the ability to creatively apply relevant research approaches, models, techniques and methods. Excellent oral and written communication skills. Ability to build relationships and collaborate with others, internally and externally. Good time management skills, ability to prioritize and meet deadlines 	<ul style="list-style-type: none"> Demonstrable laboratory skills in enzyme assay/plant biochemistry Demonstrable ability to analyze and interpret data, evaluate and criticize texts, bring new insights. Data handling skills (eg. QTL/GWAS analysis, RNA seq. data, gene expression 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 to work in the required research area. 	<ul style="list-style-type: none"> Experience in Arabidopsis biochemical genetics Background in plant hypoxia research A relevant publication record. Willingness to travel nationally and internationally to work and study for short periods at a time in collaborating laboratories in Europe and South America Experience in supervising technical staff
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> PhD in Plant biology/Biochemistry/Genetics or related biological science (or near completion). 	



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.

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

