



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 with be Level 4 career training grade where an appointment is made before PhD has been completed)
School/ Department	Physics and Astronomy	Location	University Park

Purpose of role

To investigate the transformation and evolution of galaxies in the distant Universe. The research will involve analysing data from deep extragalactic surveys, including observations from the James Webb Space Telescope. A key aim is to combine deep imaging data and spectroscopy to understand the quenching of star formation in high-redshift galaxies. The post holder will be expected to undertake independent research in addition to working as part of a team.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	To plan and conduct research under the supervision of Professor Almaini.	50
2	To write up this research work for publication and contribute to dissemination at national/international conferences.	20
3	To build relationships with external academic collaborators, to work on joint research projects, and develop opportunities for future collaboration.	20
4	To assist in the supervision of postgraduate research students.	10

Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> ▪ Ability to analyse complex astronomical data independently, and to critically evaluate the results. ▪ Ability to build relationships and collaborate with others, internally and externally. ▪ Excellent oral and written communication skills. 	
Knowledge and experience	<ul style="list-style-type: none"> ▪ Evidence of sufficient breadth and depth of knowledge and experience in studies of galaxy evolution. ▪ Proven recent research track record of refereed publications in astronomy/astrophysics ▪ Experience and proficiency in coding with high level programming languages (e.g. Python, Matlab). ▪ Experience in studies of galaxy structure and morphology. ▪ Experience in the analysis of optical and/or near-infrared galaxy spectroscopy. 	<ul style="list-style-type: none"> ▪ Experience of developing new approaches, models, techniques, or methods in these research areas. ▪ Track record in obtaining telescope time and planning astronomical observations. ▪ Experience in helping to mentor and supervise PhD students. ▪ Experience in the reduction of optical and/or near-infrared spectroscopy. ▪ Experience in studies of deep extragalactic surveys.
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> ▪ A PhD or equivalent in astrophysics or closely related subject. Applicants in the process of PhD submission will be considered. 	



As part of this, we welcome a diverse population to join our work force and therefore encourage applicants from all communities, particularly those whose protected characteristics under the Equality Act 2010, are not well-presented in our current staff body.



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

