



<b>Job title</b>	Research Associate/Fellow	<b>Job family and level</b>	Research and Teaching Level 4 (Appointment will be Level 4 Career training grade where an appointment is made before PhD has been completed)
<b>School/ Department</b>	School of Life Sciences	<b>Location</b>	BDI, University Park

## Purpose of role

The purpose of this role will be to support the principal investigator in developing research objectives and proposals and conducting plague (*Yersinia pestis*) and *Yersinia pseudotuberculosis* research in the area of soil/environmental survival. The post holder will be expected to undertake independent research as well as working as part of a team this will include using approaches or methodologies and techniques appropriate to the type of research, and will be responsible for writing up their work in order to contribute to published outcomes.

The role holder will have the opportunity to use their initiative and creativity to identify areas for research, develop research methods and extend their research portfolio.

	<b>Main responsibilities</b> (Primary accountabilities and responsibilities expected to fulfil the role)	<b>% time per year</b>
1	To plan and conduct research using recognised approaches, methodologies and techniques within the research area and support the development of research objectives and proposals for own and/or collaborative research area.	50%
2	To analyse and illuminate data, interpret reports, evaluate and criticise texts and bring new insights to research area.	20%
3	To contribute to writing up research findings for publication.	10%
4	To assist with the preparations, proposals and applications to both external and/or internal bodies for funding, contractual or accreditation purposes.	5%
5	To build internal and/or external contacts to develop knowledge and understanding, forming relationships for future collaborations.	2%
6	To co-ordinate the operational aspect of research networks, for example, arranging meetings and updating websites etc and contribute to collaborative decision making with colleagues in area of research.	2%
7	To provide guidance as required to support staff and students, where appropriate in own area of expertise.	5%

8	To collaborate with academic colleagues on areas of shared interest for example, course development, collaborative or joint research projects. .	3%
9	To plan and manage own research activity and resolve problems, if required, in meeting own/team research objectives and deadlines in collaboration with others.	3%

## Person specification

	<b>Essential</b>	<b>Desirable</b>
<b>Skills</b>	<ul style="list-style-type: none"> <li>▪ Experience of bacterial molecular genetic mechanisms.</li> <li>▪ Exceptional attention to detail when working with containment level 2 and 3 pathogens.</li> <li>▪ Excellent oral and written communication skills, including the ability to communicate with clarity on complex information.</li> <li>▪ Developing research skills, with the ability to creatively apply relevant research approaches, models, techniques and methods.</li> <li>▪ Ability to contribute to method development and improvement.</li> <li>▪ Analytical ability to facilitate conceptual thinking, innovation and creativity.</li> <li>▪ Ability to build relationships and collaborate with others, internally and externally.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Proven track record of working at containment level 3.</li> <li>▪ Management of containment level 3 facilities.</li> <li>▪ Proven track record of working with <i>Yersinia</i> spp. and in particular, <i>Y. pestis</i>.</li> <li>▪ Experience working with pathogens in the soil environment/developing infection models in soil.</li> <li>▪ Ability to assess and organise resource requirements and deploy effectively.</li> <li>▪ Ability to foster a research culture and commitment to learn in others.</li> <li>▪ High analytical ability to analyse and illuminate data, interpret reports, evaluate and criticise texts and bring new insights.</li> </ul>
<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>▪ Evidence of sufficient breadth and depth of research methodologies in microbial molecular genetics techniques.</li> <li>▪ Practical experience of applying the specialist skills approaches and techniques required for the role.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Experience of developing new approaches, models, techniques or methods in microbial molecular genetics and in particular in relation to category three pathogens.</li> </ul>
<b>Qualifications, certification and training (relevant to role)</b>	<ul style="list-style-type: none"> <li>▪ PhD (or close to completion)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Master's Degree, or equivalent in relevant subject area.</li> </ul>

## 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



