



<b>Job title</b>	Research Fellow (Title will be 'Research Associate' where an appointment is made before PhD is completed)	<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 Medicine/ Mental Health and Clinical Neurosciences	<b>Location</b>	Hearing Sciences – Scottish Section

## Purpose of role

The purpose of this role will be to have specific responsibility for completing research objectives for a project in predictive mechanisms in social interaction, with the goal of understanding how people with and without hearing loss hold conversations successfully.

You will be working on a series of studies, from established and constrained speech listening paradigms to lab studies of multimodal conversation. You will design, analyse, and write up studies, while overseeing the work of several research assistants. 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 an established team, led by Dr Lauren Hadley, whose main areas of research interests include communication, predictive mechanisms, hearing, and multimodal interaction. You will be based in the Glasgow satellite of the University of Nottingham, in the Hearing Sciences - Scottish Section group. You will collaborate with the University of Edinburgh, University of Glasgow, Linköping University, and the MARCS Institute.

You will have the opportunity to use your initiative and creativity to identify areas for research, develop research methods, supervise staff, and extend your research portfolio.

The School of Medicine recognises the importance of continuous professional development and therefore the importance of providing opportunities, structured support and encouragement to engage in professional development each year.

	<b>Main responsibilities</b> (Primary accountabilities and responsibilities expected to fulfil the role)	<b>% time per year</b>
1	<p><b>Research Responsibilities:</b></p> <ul style="list-style-type: none"> <li>▪ To manage, plan and conduct own research activity using recognised approaches, methodologies and techniques within the research area.</li> <li>▪ To resolve problems, in meeting research objectives and deadlines in collaboration with others.</li> <li>▪ 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.</li> </ul>	50%

2	<p><b>Engagement, Communication and Continuation Responsibilities:</b></p> <ul style="list-style-type: none"> <li>▪ To write up research work for publication and/or contribute to the dissemination at national/international conferences, resulting in successful research outputs.</li> <li>▪ To collaborate with academic colleagues on areas of shared interest for example, course development, collaborative or joint research projects.</li> </ul>	40%
3	<p><b>Teach, supervise, examine and personal tutoring:</b></p> <ul style="list-style-type: none"> <li>▪ You are expected to make a contribution to teaching that is in balance with wider contributions to research and other activities.</li> <li>▪ Specifically, this will relate to PhD supervision/mentorship rather than undergraduate lecturing.</li> <li>▪ You will also be expected to help supervise research assistants working on this project.</li> </ul>	10%
4	<p><b>Other:</b></p> <ul style="list-style-type: none"> <li>▪ The School of Medicine 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.</li> </ul>	N/A



## Person specification

	<b>Essential</b>	<b>Desirable</b>
<b>Skills</b>	<ul style="list-style-type: none"> <li>▪ Strong statistical skills, with a confident approach to tackling new methods.</li> <li>▪ Excellent oral and written communication skills, including the ability to communicate with clarity in written papers and spoken presentations</li> <li>▪ Ability to build relationships and collaborate with others, both internally and externally</li> <li>▪ Ability to assess and organise resource requirements and deploy effectively</li> <li>▪ Ability to creatively apply relevant research approaches, models, techniques and methods.</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>▪ Familiarity with literatures relating to language cognition/ neuroscience, prediction mechanisms, or hearing loss</li> <li>▪ Experience designing neuro/cognitive experiments (e.g., using EEG, TMS, eye-tracking)</li> <li>▪ Strong programming experience (e.g., MATLAB, Python, R)</li> <li>▪ Experience analysing timeseries data (e.g., EEG, eye-movement)</li> <li>▪ Experience publishing empirical research papers</li> </ul>	<ul style="list-style-type: none"> <li>▪ Experience managing staff/ supervising students</li> <li>▪ Experience leading projects</li> <li>▪ Experience running experiments with human participants</li> <li>▪ Previous success in gaining support for externally funded research projects</li> <li>▪ Experience of developing new approaches, models, techniques or methods in research area</li> </ul>
<b>Qualifications, certification and training (relevant to role)</b>	<ul style="list-style-type: none"> <li>▪ PhD or equivalent in psycholinguistics, experimental psychology, cognitive science, neuroscience, hearing sciences or the equivalent in professional qualifications and experience in research area</li> </ul>	

	<ul style="list-style-type: none"> <li>OR near to completion of a PhD</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>Willingness to adopt the <a href="#">vision and values</a> of the School of Medicine.</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 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

