



Job title	Research Associate/Fellow for ITSS	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	Faculty of Engineering	Location	Jubilee Campus

Purpose of role

The role will support the design and implementation of various threads of research activity including quantitative analysis of secondary data, new cases studies (e.g of organisational change, implementation and relevant sector initiatives) and formative evaluations of ITSS interventions. The role holder will contribute to the dissemination of the findings through open-access publications, conferences and other events, ensuring wide dissemination with a focus on universities, policy makers, research funders and relevant research communities.

The role holder(s) will, as appropriate, support the culture change projects within the ITSS, collecting data and building understanding of aspects of the technical work force including: on EDI matters; on research culture; on technicians roles in knowledge transfer and collaboration; on technical representation within universities; on organisational change.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	<p>Research</p> <ul style="list-style-type: none"> To plan and conduct research using recognised approaches, methodologies and techniques within the research area. To generate and analyse data, evaluate and critique texts and bring new insights to the research area. To plan and manage own research activity and resolve problems, if required, in meeting own/team research objectives and deadlines in collaboration with others. To prepare research materials, including compilation of articles, literature reviews and document datasets that support the project. To prepare materials for publication and/or contribute to dissemination at national/international conferences To coordinate the operational aspect of research progress towards key milestones and contribute to collaborative decision-making with colleagues in area of research. 	70%

	<ul style="list-style-type: none"> To plan, organise and deliver multi-stakeholder workshops and events, in line with research requirements. 	
2	<p>Collaborative working</p> <ul style="list-style-type: none"> To build relationships with external contacts in order to exchange information, form relationships for future collaborations and identify potential sources of funds and/or opportunities for collaboration. To collaborate with academic colleagues on areas of shared interest, for example, grant development, collaborative research projects and policy/public engagement events. To provide support and guidance to other staff within the ITSS, where appropriate, in own area of expertise 	20%
3	<p>External engagement -</p> <ul style="list-style-type: none"> To write blogs, reports, policy briefings and other audience-specific material. To represent the team at externally-facing events and meetings. To plan, organise, and deliver multi-stakeholder events, in line with research requirements. 	10%

Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> ▪ An appropriate research background in the social sciences or other relevant area and skills in qualitative data generation and/or descriptive quantitative analysis. ▪ Knowledge and experience of the academic/practitioner interface. ▪ Excellent communication, networking and interpersonal skills. ▪ Ability to critically analyse opportunities, situations and policy and research documents. ▪ Ability to manage a demanding workload 	<ul style="list-style-type: none"> ▪ Well-developed quantitative methods and data management skills ▪ Data visualisation skills
Knowledge and experience	<ul style="list-style-type: none"> ▪ Experience of researching in complex social/education settings using a variety of applied social research methods ▪ Experience in interacting with academics and practitioners at various levels of seniority in their organisations. 	<ul style="list-style-type: none"> • Experience of empirical research methods, in particular working with large, complex quantitative datasets using a range of descriptive and/or inferential statistical methods • Academic publications relevant to the role. • Previous success in gaining support for externally funded research projects. ▪ Hands-on experience working with external stakeholders in relevant settings.
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> ▪ A PhD in a relevant field (completed or close to completion) 	



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



