



Job title	Research Assistant	Job family and level	Research and Teaching Level 4A
School/ Department	Psychology	Location	Psychology

Purpose of role

To support the principal investigator (Professor Eamonn Ferguson) in developing and conducting research on an NHS Blood and Transplant funded (**PROMOTE: Enhancing Plasma Donor Recruitment and Retention by ExplORing MOTivations and Barriers to Develop InTErventions**) project. NHSBT is looking to develop England plasma programme due to increased demand for plasma-derived medicinal products (PDMPs). Developing strategies to encourage new plasma donors and convert these to repeat plasma donors, requires an understanding of the motivations and barriers to recruitment and retention, as well as who to target (whole-blood donors or the general public. The proposed research will involve interviewing low and high-frequency plasma donors and running online experiments with UK general population and blood donors. These findings will feed into the NHSBT recruitment, retention and targeting strategies.

The post holder will be expected to undertake research as well as work 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. This will involve working with the epidemiology team at NHSBT and conducting surveys, interviews and experiments studies across the general public, donors, and recipients. 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.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
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 the collaborative research area.	50
2	To analyse and illuminate data, interpret reports, evaluate and criticise texts and bring new insights to research area.	10
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.	10

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.	5
7	To collaborate with academic colleagues on areas of shared interest for example, course development, collaborative or joint research projects. .	5
9	To plan and manage own research activity and resolve problems, if required, in meeting team research objectives and deadlines in collaboration with others.	5

Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> ▪ Excellent oral and written communication skills, including the ability to communicate with clarity on complex information. ▪ Developing research skills, with the ability to creatively apply relevant research approaches, models, techniques and methods ▪ Ability to contribute to method improvement. ▪ Analytical ability to facilitate conceptual thinking, innovation and creativity. ▪ Ability to judge priorities and work to tight deadlines 	<ul style="list-style-type: none"> ▪ Ability to assess and organise resource requirements and deploy effectively. ▪ Ability to foster a research culture and commitment to learning in others. ▪ High analytical ability to analyse and illuminate data, interprets reports, evaluate and criticise texts and bring new insights. ▪ Ability to build relationships and collaborate with others, internally and externally.
Knowledge and experience	<ul style="list-style-type: none"> ▪ Evidence of sufficient breadth or depth of research methodologies and techniques to work in the research area. ▪ Some practical experience of applying the specialist skills, approaches and techniques required for the role. ▪ Evidence of using research methodologies and techniques to work within the research area ▪ Knowledge and experience with advanced multivariate statistical procedures. ▪ Experience and expertise in setting up and developing online surveys and experiments. ▪ Experience of relevant statistical software to perform multivariable analyses in SPSS, Stata or R. 	<ul style="list-style-type: none"> ▪ Experience working in the area of blood donation and or organ transplantation or within the NHS ▪ Worked with Qualtrics ▪ Sampled using academic prolific
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> ▪ BSc/BA in a relevant area (e.g., Psychology, economics, sociology) 	.



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.



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

