Role profile

Job title
Research Fellow (Title will be ‘Research Associate’ where an appointment is made before a PhD is completed)

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
School of Cultures, Languages, and Area Studies – Culture, Media, & Visual Studies

Location
University Park

Purpose of role
The purpose of this role is to support the work of Dr Jack Newsinger, the CO-I on the AHRC-funded ReCARETV: Reality Television, Working Practices and Duties of Care project. You will have responsibility for contributing to the design and implementation of a programme of qualitative data collection with Television industry professionals. Duties will include data analysis, writing for publication in industry-facing and academic publications, and liaison with project partners. You will have experience of qualitative research in media and cultural industries or a related subject; be knowledgeable about theories of cultural work, television or closely related disciplines; and have experience of academic publication. There will be the opportunity to develop your own research portfolio.

You will receive mentoring in the development of your research career. You can expect support with research skills, research management skills, as well as with producing high-quality publication. You will gain experience of working with a project team and with fostering relationships with external partners in the production of knowledge-exchange, engagement and impact.

Main responsibilities
(Primary accountabilities and responsibilities expected to fulfil the role)

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<tr>
<th>Main responsibilities</th>
<th>% time per year</th>
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<tr>
<td>1 To design and conduct qualitative research using recognised approaches, methodologies and techniques within the research area.</td>
<td>25%</td>
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<td>2 To independently analyse and illuminate data, interpret reports, evaluate and criticise texts and bring new insights to research area.</td>
<td>25%</td>
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<td>3 To write for high-quality publications and to disseminate research findings at national/international conferences, resulting in successful research outputs.</td>
<td>20%</td>
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<td>4 To develop skills to network with partner organisations, for example, arranging meetings and updating web sites etc and contribute to collaborative decision making with colleagues in area of research.</td>
<td>20%</td>
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<td>5 Any other duties appropriate to the grade and role.</td>
<td>10%</td>
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## Person specification

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<th>Essential</th>
<th>Desirable</th>
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<tr>
<td><strong>Skills</strong></td>
<td>• Excellent oral and written communication skills, including the ability to communicate with clarity on complex information.</td>
<td>• Knowledge of the screen industries and/or knowledge of feminist theories of care.</td>
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<td>• High analytical ability to analyse and illuminate data, interpret reports, evaluate and criticise texts and bring new insights.</td>
<td>• Ability to manage difficult situations and competing points of view.</td>
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<td>• Ability to creatively apply relevant research approaches, models, techniques and methods.</td>
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<td>• Ability to assess and organise resource requirements and deploy effectively.</td>
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<td>• Ability to build relationships and collaborate with others, both internally and externally.</td>
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<td>• Excellent organisational skills and ability to work as part of a team.</td>
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<td>• Commitment to equality, diversity, and inclusion.</td>
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<tr>
<td><strong>Knowledge and experience</strong></td>
<td>• Experience of initiating and conducting independent research up to doctoral level.</td>
<td>• Experience of positive collaboration within and outside of candidate’s immediate research team.</td>
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<td>• Experience of qualitative research in media and cultural industries or a related subject</td>
<td>• Experience in researching the television industry.</td>
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<td>• Experience of writing up research findings for high quality publications.</td>
<td>• Experience in collaboration with external screen industry partners.</td>
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<td>• Experience of producing papers, posters, reports presenting at seminars, conferences etc.</td>
<td>• Experience in project management of any kind.</td>
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<td><strong>Qualifications, certification and training (relevant to role)</strong></td>
<td>• Experience of co-authored research outputs.</td>
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<td>• PhD or equivalent in relevant subject area or the equivalent in professional qualifications and experience in research area.</td>
<td>• Experience of research ethics</td>
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<td>• OR near to completion of a PhD</td>
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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

- **Line manager**
- **Role holder**
- **Key stakeholder relationships**

[Diagram showing relationships]

- **Project Leader**
- **Research Associate/Fellow**
- **Members of the research team**