



Job title	Research Fellow (Title will be 'Research Associate' where an appointment is made before 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 Medicine, Mental Health and Clinical Neuroscience	Location	Hearing Sciences, University Park Campus

Purpose of role

To have specific responsibility for research, for developing research objectives and proposals for a research project in Auditory Cortical Circuits. This will include collecting neurophysiological data, preparing histological tissues, carrying out analyses and tests, and the drafting of reports. 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 Joseph Sollini, whose main areas of research interest include neurophysiology of hearing-loss and the function of auditory cortical neural circuits. You will have the opportunity to use your initiative and creativity to identify areas for research, develop research methods and extend your research portfolio.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	Research Responsibilities: <ul style="list-style-type: none"> ▪ To manage, plan and conduct own research activity using recognised approaches, methodologies and techniques within the research area. ▪ To resolve problems, in meeting research objectives and deadlines in collaboration with others. ▪ 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. 	70%
2	Engagement, Communication and Continuation Responsibilities: <ul style="list-style-type: none"> ▪ To write up research work for publication and/or contribute to the dissemination at national/international conferences, resulting in successful research outputs. ▪ To collaborate with academic colleagues on areas of shared interest for example, course development, collaborative or joint research projects. 	20%
3	Teach, supervise, examine and personal tutoring: <ul style="list-style-type: none"> ▪ You are expected to make a contribution to teaching that is in balance with wider contributions to research and other activities. 	10%
4	Other: <ul style="list-style-type: none"> ▪ 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. 	N/A

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. ▪ Ability to creatively apply relevant research approaches, models, techniques and methods. ▪ Ability to build relationships and collaborate with others, both internally and externally. ▪ High analytical ability to analyse and illuminate data, interpret reports, evaluate and criticise texts and bring new insights. ▪ Ability to assess and organise resource requirements and deploy effectively. 	
Knowledge and experience	<ul style="list-style-type: none"> ▪ Practical experience performing aseptic neurosurgery and electrophysiological recordings. 	<ul style="list-style-type: none"> ▪ Practical experience preparing/imaging and analysing histological tissues. ▪ Evidence in use of research methodologies and techniques to work within research area. ▪ Experience working with rodent models.
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> ▪ PhD (or near to completion) or equivalent in biology, psychology, or a related field or the equivalent in professional qualifications and experience in research area 	
Statutory, legal or special requirements	<ul style="list-style-type: none"> ▪ Holds an active Personal Licence (PIL) to work with rodents. ▪ Willingness to adopt the vision and values of the School of Medicine. 	



Athena
SWAN
Silver Award



Race
Equality
Charter
Bronze Award



Signatory of
DORA

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

