



Job title	Research Associate/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 Psychology	Location	University Park Campus

Purpose of role

The School of Psychology at the University of Nottingham seeks to appoint a Research Associate/Fellow to support Dr Laura Blackie. The position is full-time and funded until 31st July 2025. This position is funded by a John Templeton Foundation research grant titled: 'Clarifying the Virtue Profile of the Excellent Thinker'. The project has an interdisciplinary team and will involve collaboration with psychologists and philosophers based at Wake Forest University and Whitworth University in the USA to identify the psychological traits that characterise people with exemplary intellectual character. The Research Associate/Fellow will lead on a specific project within the larger grant to investigate whether there are individual differences in intellectual character that manifest in how people narrate their life stories and explain situations that require the exercise of their intellectual character, such as admitting errors in judgment or handling of interpersonal conflict.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	To be responsible for day-to-day project management: <ul style="list-style-type: none"> • Arranging project meetings. • Development and implementation of data collection procedures. • Writing of ethics applications. • Managing datasets and sharing with the project team in keeping with GDPR, trusted research, and open science practices. • Analysing and interpreting qualitative and statistical data. • Resolving problems that may arise in the research activity. 	70%
2	Relationship building and development: <ul style="list-style-type: none"> • To build and sustain relationships with the internal research team to exchange information, facilitate collaboration on shared research projects, and ensure that project goals are met. • To co-supervise research assistants and students who are working on activities related to the project. 	10%
3	Research dissemination:	10%

	<ul style="list-style-type: none"> To make a significant contribution to the dissemination of research including to research publications, project reports, and presentations. 	
4	<p>Contribute to the research culture and environment:</p> <ul style="list-style-type: none"> This will include participating in School-wide meetings, specific research theme meetings, and weekly team meetings. 	5%
5	<p>To engage in professional development:</p> <ul style="list-style-type: none"> To identify and engage in personal development opportunities to support your career development, including developing your personal research agenda, as provided within the university. 	5%
6	<p>Other duties:</p> <ul style="list-style-type: none"> You may be asked to perform other duties occasionally which are not included in the above but are appropriate to the grade and consistent with the role. 	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 complex information. ▪ Excellent organisational and project management skills, including a proven ability to prioritise work tasks, manage your time, and multi-task. ▪ Strong ability to develop and maintain good working relationships with others on shared research projects. ▪ Extensive experience with qualitative research including study design, data collection, and data analysis. ▪ High analytical experience to analyse and interpret statistical data whilst using associated statistical analysis packages (e.g., SPSS, R, or AMOS). 	<ul style="list-style-type: none"> ▪ Experience with conducting and/or facilitating research interviews or focus groups with human research participants. ▪ Experience with conducting mixed method research studies involving data collection and analysis of qualitative and statistical data.
Knowledge and experience	<ul style="list-style-type: none"> ▪ Extensive experience in recruiting and working with human research participants to collect research project data. ▪ Extensive experience in preparing ethics applications and research protocols involving the collection, management, and sharing of social science data sets. ▪ Experience with disseminating research findings in research publications and/or conference presentations. ▪ Ability to work independently and take initiative. ▪ Ability to work flexibly and supportively as part of a team. 	<ul style="list-style-type: none"> ▪ Experience in the supervision and management of research assistants or students involved on research projects. ▪ Familiarity with the psychological research on narrative identity and the Life story Interview method. ▪ Familiarity with the psychological research on intellectual character traits, such as intellectual humility and curiosity. ▪ Experience working in interdisciplinary research teams.
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> ▪ PhD in Psychology or another relevant subject area (e.g., another Social or Behavioural Science or related discipline that employs social science data) or are near completion and will have submitted your PhD thesis by the start date. 	



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



